

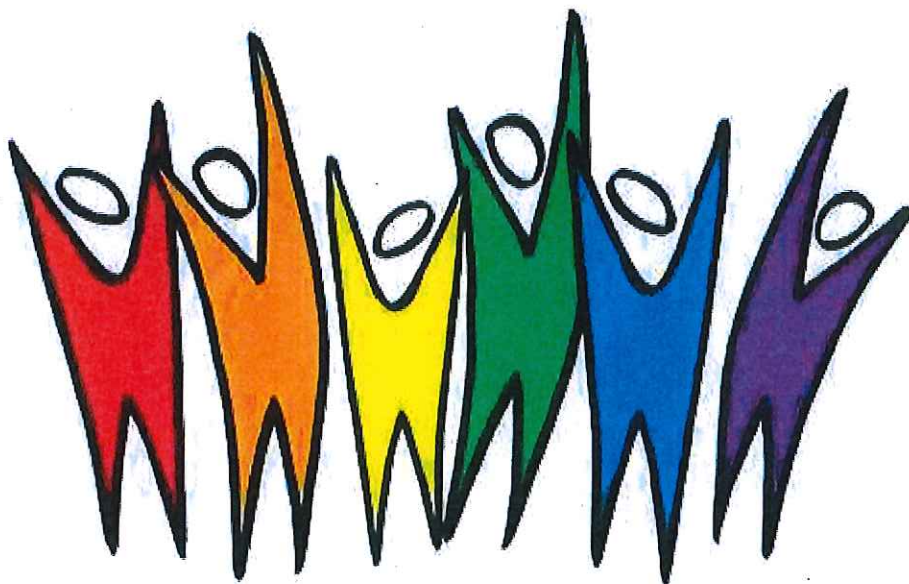


FY2016

FEDERAL AGENCY

ANNUAL EEO PROGRAM STATUS REPORT

MANAGEMENT DIRECTIVE 715



U.S. Department of Commerce
National Oceanic and Atmospheric Administration
Civil Rights Office

OCTOBER 1, 2015 TO SEPTEMBER 30, 2016

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EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2015 to September 30, 2016

PART A Department or Agency Identifying Information	1. Agency		U.S. Department of Commerce	
	1.a. 2 nd level reporting component		National Oceanic and Atmospheric Administration	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		Herbert C. Hoover Building, Room 5128 14 th and Constitution Avenue, N.W., OR 1305 East West Highway SSMC4, Room 7500	
	3. City, State, Zip Code		Washington, DC 20230 OR Silver Spring, MD 20910	
	4. CPDF Code	5. FIPS code(s) 1330	4. CM54	5. 11 – DC 24031 – MD
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			11,308
	2. Enter total number of temporary employees			131
	3. Enter total number employees paid from non-appropriated funds			Not Available
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			11,439

PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	Dr. Kathryn D. Sullivan, Under Secretary of Commerce for Oceans and Atmosphere and NOAA Administrator
	2. Agency Head Designee	Benjamin Friedman, Deputy Under Secretary for Operations
	3. Principal EEO Director/Official Title/series/grade	Kenneth M. Bailey, Director, Civil Rights Office ZA-0260-V
	4. Title VII Affirmative EEO Program Official	4. Coneshea Simpson, EEO Specialist
	5. Section 501 Affirmative Action Program Official	5. N/A
	6. Complaint Processing Program Manager	6. Carol Summers, EEO Specialist
	7. Other Responsible EEO Staff	7. Michelle Moore, EEO Specialist Salim Abddeen, EEO Specialist Linda Walker, EEO Specialist Tillman Peck, Data Analyst

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in This Report	National Weather Service (NWS) Silver Spring, MD	CM54	24031
	National Ocean Service (NOS) Silver Spring, MD	CM54	24031
	National Marine Fisheries Service (NMFS) Silver Spring, MD	CM54	24031
	Office of Oceanic and Atmospheric Research Silver Spring, MD/Boulder, CO	CM54	24031
	National Environmental Satellite, Data and Information Service (NESDIS) Silver Spring, MD	CM54	24031
	Office of Marine and Aviation Operations (OMAO) Silver Spring, MD	CM54	24031
	NOAA Staff Offices Washington, DC and Silver Spring, MD	CM54	24031

EEOC FORMS and Documents Included with this Report

*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan to Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X

Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

**EEOC FORM
715-01 PART E**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION
For Period Covering October 1, 2015 to September 30, 2016

EXECUTIVE SUMMARY

INTRODUCTION

On October 1, 2003, Management Directive 715 (MD-715) became effective. Title VII of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act of 1973, as amended, require federal agencies to take proactive steps to ensure equal employment opportunity for all employees and applicants for employment. This means that agencies must work to proactively prevent potential discrimination before it occurs and establish systems to monitor compliance with Title VII.

MISSION AND VISION-RELATED FUNCTIONS

NOAA's mission is to understand and predict changes in climate, weather, oceans, and coasts; to share that knowledge and information with others; and to conserve and manage coastal and marine ecosystems and resources. Our vision of the future incorporates healthy ecosystems, communities, and economies that are resilient in the face of change.

NOAA, one of several operating units within the U.S. Department of Commerce (DOC), provides a variety of services to the Nation. NOAA's goals are: 1) climate adaptation and mitigation, 2) a weather-ready nation, 3) healthy oceans, and 4) resilient coastal communities and economies. These services are provided by NOAA's National Weather Service (NWS); National Marine Fisheries Service (NMFS); National Ocean Service (NOS); National Environmental Satellite, Data and Information Service (NESDIS); Office of Oceanic and Atmospheric Research (OAR); and the Office of Marine and Aviation Operations (OMAO).

NOAA's most populous occupations include the following job series: Meteorologist, Information Technology Management, Fishery Biologist, General Physical Science, and Management Analyst.

WORKFORCE ANALYSIS SUMMARY

During Fiscal Year (FY) 2016, NOAA's total workforce (permanent, temporary, and term) included 11,439¹ total employees. This represents a decrease from the FY15 workforce (11,530) of 91 individuals (-0.79%). An analysis of the workforce data shows several trends:

¹ The demographic data for this report is based on the MD-715 Data Tables retrieved from the National Finance Center database. MD-715 requires that the data include all employees who appeared on the rolls at any time during the year. This is different than typical data reports or references, which are snapshot, and "as of" a certain time of the year, i.e., September 30.

- Hispanic males and females, White females, African American males and females, and American Indian/Alaska Native females continue to have lower than expected participation rates when compared to their availability in the Civilian Labor Force (CLF).
- Although the number of African American males and females, and American Indian/Alaska Native females increased, their participation rates remained below the CLF.

The following EEO groups are above or equal to the CLF:

- White males
- Asian males and females
- Native Hawaiian/Pacific Islander males and females
- American Indian/Alaska Native males

In FY16, NOAA experienced slight increases in the participation rates among African American males (1.58%), African American females (1.96%), Asian males (1.32%), Asian females (1.77%), Native Hawaiian/Pacific Islander females (4.76%), American Indian/Alaska Native females (10.0%), Multiple Race males (140.0%), and Multiple Race females (66.67%). However, rates for other EEO groups decreased including Hispanic males (-2.87%), Hispanic females (-4.55%), White males (-1.37%), White females (-1.22%), and Native Hawaiian/Pacific Islander males (-3.85%).

During this same period, the total number of employees with disabilities increased by 87 from 824 to 911, resulting in 7.96% participation. The number of employees with targeted disabilities increased by 7, from 77 to 84, at 0.73% participation. This remains below the 2% Federal Goal².

NOAA's largest groups of permanent employees with targeted disabilities are psychiatric (30), hearing (15), vision (13), and epilepsy (10).

AGENCY SELF ASSESSMENT SUMMARY OF THE "ESSENTIAL ELEMENTS"

A. Demonstrated Commitment from Agency Leadership

Strengths:

- The NOAA-wide EEO Policy Statement was updated and provided to all employees; posted in common areas and on the web. Line Offices also developed and posted EEO policy statements signed by respective Assistant Administrators.

² In FY 09 NOAA adopted the Federal Goal of 2% participation of employees with targeted disabilities and is using that figure as the benchmark for comparison. The EEOC has recommended a goal of 2% as a part of the Leadership for the Employment of Americans with Disabilities (LEAD) initiative to address the declining number of employees with targeted disabilities in the federal workforce. In a training of Disability Program Managers, EEOC formally announced that the Federal High would no longer be used--instead the benchmark will be the Federal Goal of 2%.

- The NOAA Administrator issued a Diversity and Inclusion Policy Statement to clarify expectations of every employee to contribute to a welcoming and professional work environment.
- NOAA's National Ocean Service (NOS) Assistant Administrator developed a diversity and inclusion pledge for all NOS employees to sign and post.
- The NOS Office of Response and Restoration developed performance measures for all staff performance plans with focus on advancing workplace diversity.
- Reasonable accommodations procedures were posted on the agency's website and made available to new employees during orientation.
- NOAA's National Weather Service (NWS) developed a Code of Conduct for employees to have a core set of ethical standards and practices.
- NOAA's National Marine Fisheries Service (NMFS) provided guidance to all employees on the role of the Reasonable Accommodation (RA) Coordinator, including the process, trends and challenges.
- NOAA's Office of Oceanic and Atmospheric Research (OAR) EEO/Diversity Program Office produced an EEO 101 onboarding presentation for all new OAR employees.

Deficiencies:

- All field office employees are not provided a copy of the EEO policy statement during new employee orientation.
- Non SES-level managers and supervisors are not evaluated on their commitment to EEO policies.
- All employees have not been informed about what behaviors are inappropriate in the workplace and which may result in disciplinary actions.

B. Integration of EEO into the Agency's Strategic Mission

Strengths:

- The NWS EEO Program Manager conducted a State of the Agency briefing to NWS senior leadership, and participates in weekly senior staff meetings; including those on human resources.
- The CRO and Line Offices have designated personnel to staff the Federal Women Program, Hispanic Employment Program, Persons with Disabilities (PWD) Program, and other special emphasis programs.
- The NWS ensured that its Special Emphasis Program Managers received specialized training.

- The CRO and Line Offices provided EEO training on various topics, including the EEO Laws and Regulations, Unconscious Bias, Generational Differences, Conflict and Workplace Violence Prevention, and Reasonable Accommodation to Headquarters and field employees onsite and via webinar.
- NMFS held several “Chat and Chew” sessions to identify and address issues related to training, performance management, and diversity.
- The CRO hired two (2) full-time EEO Specialists and NMFS secured two (2) new employees for the EEO/Diversity Program Office.
- The NOS EEO/Diversity Program Manager provided ideas, strategies and case studies at the National Marine Sanctuary Advisory Council Summit, to support informal discussions on increasing diversity.
- NOAA established the Diversity and Inclusion Management Advisory Council (DIMAC) to improve diversity and inclusion actions and policies, and effective integration and alignment with the Agency’s mission. The DIMAC authored NOAA’s Diversity and Inclusion Strategic Plan.
- The NOS senior management team attended the NOS Diversity and Inclusion Retreat focused on recruitment, mentoring/retention, and leadership.
- The NOS Office of Ocean Coastal Management ensures that the EEO/Diversity Program Manager serves on interview panels and includes 1-2 diversity-related questions.
- NOS established teams comprised of senior executives, mid-level managers, hiring officials, and employees to identify opportunities to address recruitment, mentoring/coaching, and the Federal Employee Viewpoint Survey to increase diversity.
- NOAA’s Office of Oceanic and Atmospheric Research (OAR) held a town hall including senior leaders, featuring diversity and inclusion.
- The OAR EEO/Diversity Program Office and the Boulder Labs Diversity Council sponsored a Cultural Diversity Series, with topics featured by prominent speakers from the American Indian, Native Hawaiian, and Hispanic communities.
- OAR EEO/Diversity Program Office hosted a NOAA-wide Tribal Relations Seminar via webinar, attended by approximately 400 participants.
- OAR EEO/Diversity Program Office met with Hispanic representatives from Telemundo and the I Have a Dream Foundation to discussion collaborations and outreach efforts between NOAA Boulder and the local Hispanic community.

- The OAR EEO/Diversity Program Office works with laboratory and program offices to coordinate outreach and recruitment activities targeting underrepresented groups in the sciences at various national and local conference events.
- NOAA's National Environmental Satellite Data & Information Services (NESDIS) EEO/Diversity Program Manager worked with senior management on the deployment of human resources policies and practices.
- The NESDIS EEO/Diversity Program Manager participated on the Recruiting and Retention Committee, Moral Boosters, and Human Capital Board to identify and address barriers to strategic goals.

Deficiencies:

- The CRO Director does not report directly to the agency head.
- The CRO Director does not have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program.
- CRO officials are not present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes.
- The agency does not consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments.
- Management/personnel policies, procedures and practices are not examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants.
- The CRO Director is not included in the agency's strategic planning, specifically, the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission.

C. Management and Program Accountability

Strengths:

- The agency reviewed disability accommodation decisions/actions to ensure compliance with its written procedures and analyzed the information tracked for trends and issues.
- Quarterly EEO complaint statistics are provided to management/supervisory officials by the CRO.
- OAR's workforce statistics were produced and reviewed at the EEO/Diversity Advisory meeting and distributed to OAR leadership.

- NESDIS' EEO/Diversity Program Manager conducted staff assistant visits in four (4) field offices.

Deficiencies:

- Regular EEO updates are not provided to management/supervisory officials by the CR Office.
- CR Office officials do not coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer.
- Time-tables or schedules have not been established for the agency to review its Merit Promotion Program Policy and Procedures, Employee Recognition Awards Program and Procedures, and Employee Development/Training for systemic barriers that may be impeding full participation in promotion opportunities by all groups.
- All employees, supervisors, and managers have not been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis.

D. Proactive Prevention of Unlawful Discrimination

Strengths:

- Employees are encouraged to use the ADR Program through broadcasts, training and other information sessions.

Deficiencies:

- Senior Managers do not meet with and assist the CRO Director in the identification of and plans to eliminate barriers that may be impeding the realization of EEO, including the incorporation of EEO action plans into the agency strategic plan.
- Trend analyses of workforce profiles, major occupations, grade level distribution, compensation and rewards by race, national origin, sex, and disability are not conducted throughout the year.
- The participation of supervisors and managers in the ADR process is not required.

E. Efficiency

Strengths:

- The CRO ensured the completion of mandatory EEO training for all full-time EEO Counselors.

Deficiencies:

- The CR Office does not provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days to all participants.
- The agency does not require all managers and supervisors to receive ADR training.

F. Responsiveness and Legal Compliance**Strengths:**

- NOAA complied with federal EEO statutes and regulations, policy guidance, and other applicable written instructions with respect to responsiveness and legal compliance.
- Monetary agreements were timely processed, and documentation for compliance was promptly provided and reviewed by the CRO.

Deficiencies:

- There are no deficiencies in this element.

TRIGGERS INDICATING POSSIBLE BARRIERS AND EEOC TECHNICAL ASSISTANCE VISIT ASSESSMENT

An analysis of NOAA's workforce data tables A and B shows several "triggers" at various stages of the employment cycle. Also, based on the EEOC Technical Assistance Review, NOAA added one (1) and continued four (4) Part I Plans to begin completion in FY 17. The Part I Plans addresses the following conditions: 1) the low participation rates of Hispanics; 2) the low participation rates of women at the GS-13 (or equivalent) and above; 3) the low participation rates of individuals with targeted disabilities; 4) the low participation rates of women in the overall workforce; and 5) a possible glass ceiling, blocked pipeline, and glass wall barrier for African American and Asian females.

Part I Plan #1 addresses the low participation rate of Hispanic males and females as compared to the Civilian Labor Force.

Part I Plan #2 addresses the low participation of women that continues to affect higher graded positions. During FY 17, the CRO will continue the barrier analysis process and identify the root cause of this condition.

Part I Plan #3 will continue to address the low participation rate of employees with targeted disabilities. This challenge will be partially addressed through implementation of NOAA's Diversity Plan and other appropriate hiring tools.

Part I Plan #4 addresses the low participation rate for women in the overall workforce. During FY 17, CRO will continue additional analysis on this issue.

Part I Plan #5 addresses the low participation rate of African American and Asian women as Fishery Biologist and General Physical Science and at the senior grade levels.

EEO COMPLAINT TRENDS

Pre-Complaint:

NOAA CRO only processes EEO complaints in the pre-complaint or informal stage. According to the FY 16 EEOC-462 Report, the NOAA CRO completed 76 EEO pre-complaint counselings, which represents an increase of 16 (27%)% when compared to FY 15.

Timeliness:

There was a total of 8 (11%) EEO counselings that were not completed within the prescribed time limits of the pre-complaint stage.

Formal Complaints:

NOAA also experienced an increase of 12 (32%) in the number of formal complaints from 38 in FY 15 to 50 in FY 16. Reprisal, Age, Race (African American), Disability (physical), and Sex (female) were the top bases; with Reprisal, Age, and Race remaining at the top for many years. Harassment (non-sexual) continued to be the highest raised issue in FY 16, along with Evaluation/Appraisal, Assignment of Duties, Telework, Terms/Conditions of Employment, Discipline, and Time and Attendance.

Alternative Dispute Resolutions:

The use of EEO/Alternative Dispute Resolution (ADR) also increased by 11, from 10 to 21. Of the 21 employees who elected ADR, 9 (43%) resulted in no complaint filed and 12 without resolution. We will continue to train and encourage employees and managers to utilize ADR, with a focus on conflict resolution.

The NOAA CRO will examine these trends further and continue to collaborate with senior leadership and Line Office EEO Program Officials to address the causes through training, the use of best practices, and other model workplace measures to prevent discrimination and increase the resolution rates of EEO issues and concerns.

CONCLUSION

During FY 16, NOAA encountered several challenges in its EEO Program, resulting in refocused efforts in achieving its goal of becoming a Model EEO Program. The Self-Assessment Checklist revealed 35 of 123 basic compliance measures requiring EEO Action Plans to maintain progress toward achieving a Model Workplace.

The agency remains committed to examining the reasons for the low participation rates of women, Hispanics, and PWDs by conducting a barrier analysis on identified triggers, implementing actions identified in the Agency's Diversity and Inclusion Plan, and adopting recommendations from EEOCs recent Technical Assistance Review.

The CRO will continue to strengthen relationships with key stakeholders across the agency and other partners on issues relating to MD-715 and will work to address the identified compliance measures that were not met in FY 16.

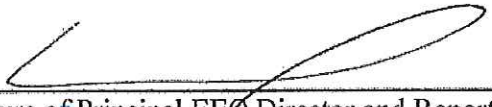
**EEOC FORM
715-01 PART F**
U.S. Equal Employment Opportunity Commission
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
CERTIFICATION OF ESTABLISHMENT OF CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Kenneth M. Bailey, Director, Civil Rights Office, ZA-0260-V, am the Principal EEO Director/Official for the National Oceanic and Atmospheric Administration (NOAA).

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.


I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Signature of Principal EEO Director and Reporting
Component Designee Certifies that this Federal Agency
Annual EEO Program Status Report is in compliance with
EEO MD-715.

11 Jan 17

Date



Signature of Agency Head or Agency Head Designee



1/31/17





Date

**EEOC FORM
715-01 PART G**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION – FY16



Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.



 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	EEO policy statements are up-to-date.	Yes	No	
		The Agency Head was installed on March 6, 2014. The EEO policy statement was issued in June 2014. Was the EEO policy Statement issued within 6 – 9 months of the installation of the Agency Head? If no, provide an explanation.	X	
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		
	Are new employees provided a copy of the EEO policy statement during orientation?		X	See Part H Plan #1
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		



 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:				
- resolve problems/disagreements and other conflicts in their respective work environments as they arise?			X	See Part H Plan #2
- address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?			X	



- support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X	
- ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X	
- ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X	
- ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?		X	
- ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X	
- ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X	
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X	See Part H Plan #3
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Yes	No	
	Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X	See Part H Plan #4
	Are the duties and responsibilities of EEO officials clearly defined?	X		
	Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X		
	If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	X		
	If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?	X		
	If not, please describe how EEO program authority is delegated to subordinate reporting components. <i>The NOAA Civil Rights Office (CRO) sets policy and provides oversight and guidance to EEO Program Managers in five major Line Offices.</i>			

 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X	See Part H Plan #5	
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X			
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X	See Part H Plan #6	
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X	See Part H Plan #6	
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X	See Part H Plan #6	



Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?			X	See Part H Plan #7
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program – 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program – Title 5 CFR, Subpart B, 720.204		X		
People with Disabilities Program Manager; Selective Placement Program for Individuals with Disabilities – Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		





Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP – 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		

Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:			
- for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
- to provide religious accommodations?	X		
- to provide disability accommodations in accordance with the agency's written procedures?	X		
- in the EEO discrimination complaint process?	X		
- to participate in ADR?	X		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY

This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.



 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?			X	See Part H Plan #8



Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?			X	See Part H Plan #9
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			X	See Part H Plan #10
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?			X	See Part H Plan #10
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?			X	See Part H Plan #10
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		

Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X	See Part H Plan #11
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X		
<p>If so, cite number found to have discriminated and list penalty/disciplinary action for each type of violation.</p> <p>Two (2) Findings of Discrimination; both Proposed Suspension reduced to Letters of Counseling.</p>			
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		

Essential Element D: PROACTIVE PREVENTION





Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.



 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?			X	See Part H Plan #12
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?			X	See Part H Plan #12



Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?			X	See Part H Plan #12
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?			X	See Part H Plan #13
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?			X	See Part H Plan #13
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?			X	See Part H Plan #13
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?			X	See Part H Plan #13
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?			X	See Part H Plan #13
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?			X	See Part H Plan #14



Essential Element E: EFFICIENCY



Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.

 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	

Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X			
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X			
Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X		Contractors are not used for Counseling.	
If yes, briefly describe how: <i>Contract investigations are managed by the Agency Level (Department of Commerce, Office of Civil Rights). Investigation timelines are monitored by the Department and Contract Investigators are not paid until cases are completed.</i>				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X			
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X			
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?	X			





Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?			X	See Part H Plan #15
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?		X		Under DOC purview. See DOC MD 715 Report.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X		Under DOC purview. See DOC MD 715 Report.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		Under DOC purview. See DOC MD 715 Report.
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		



Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?			X	See Part H Plan #16
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X	See Part H Plan #14
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a) (1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		

Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?			X	See Part H Plan #17
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		This is managed by the DOC Office of Civil Rights.
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		This is managed by the DOC Office of Civil Rights.
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		This is managed by the DOC Office of Civil Rights.

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status
 Measures		Yes	No	
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		This is partially under NOAA control and the National Finance Center.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		

 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?			X	
If so, please identify the employees by title in the comments section, and state how performance is measured.		Civil Rights Director; Annual Performance Plan		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:				
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?		X		

Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

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FY16 – PART H PLAN #1 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	All new employees are not provided a copy of the EEO policy statement during orientation.
OBJECTIVE:	Ensure that new employees NOAA-wide are provided a copy of the EEO policy statement during orientation.
RESPONSIBLE OFFICIAL:	CRO Director Director, WFMO
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	February 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) WFMO Director will identify WFMO contacts for new employee orientations located in the field offices.	January 2017
2) CRO will provide current EEO policies to WFMO contacts to be inserted in all orientation packages.	February 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #2- Continued	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Non-SES level managers and supervisors are not evaluated on their commitment to EEO policies and principles.
OBJECTIVE:	Implement mandatory EEO language in the performance plans of all supervisors.
RESPONSIBLE OFFICIAL:	CRO Director WFMO Director Deputy Under Secretary for Operations (DUSO)
DATE OBJECTIVE INITIATED:	June 2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	November 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The Civil Rights Director will collaborate with WFMO to develop supplemental EEO performance language.	June 2014
2) Route developed language to appropriate leaders for review and approval.	February 2017
3) Confirm approval of new language and announce performance requirement along with performance guidance.	May 2017
4) Implement new performance plans.	November 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
Items 1 – Completed. In FY15, CRO and WFMO developed EEO performance language.	

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FY16 – PART H PLAN #3 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	All employees have not been informed about what behaviors are inappropriate in the workplace and that the behavior may result in disciplinary actions.
OBJECTIVE:	Ensure that all employees are informed of inappropriate workplace behaviors and the ensued disciplinary actions.
RESPONSIBLE OFFICIAL:	Director, WFMO
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	April 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) WFMO will review current DAO 202-751 on Discipline to determine any needed updates.	January 2017
2) WFMO will develop broadcast to all NOAA employees informing them of the Discipline policy and website links.	April 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #4- Updated & Continued	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Civil Rights (CR) Director does not report directly to the agency head.
OBJECTIVE:	Establish regular update and communication channel between CRO and the agency head.
RESPONSIBLE OFFICIAL:	Deputy Under Secretary for Operations
DATE OBJECTIVE INITIATED:	October 2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	November 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The CRO Director will identify EEO program areas requiring regular status updates and provide data to the Deputy Under Secretary for Operations (DUSO).	November 2016
2) The DUSO will identify senior staff meetings for CRO required participation.	November 2016
<p>As of November 14, 2016, the CRO was realigned to report directly to the DUSO and will attend senior staff meeting.</p>	

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FY16 – PART H PLAN #5 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The CRO Director does not have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program.
OBJECTIVE:	Establish regular communication channels between CRO, agency head and other senior officials to provide regular EEO updates.
RESPONSIBLE OFFICIAL:	CRO Director DUSO
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Identify required senior level meetings and frequency of CRO Director participation.	November 2016
2) CRO will determine relevant data for EEO updates to the DUSO and senior officials.	November 2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: <p>As of November 14, 2016, the CRO was realigned to report directly to the DUSO and will attend senior staff meeting.</p>	

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FY16 – PART H PLAN #6 (a-b)– New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>The CRO Director is not present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes.</p> <p>a) The agency does not consider whether any group of employees or applicants might be negatively impacted prior to making HR decisions.</p> <p>b) Management policies, procedures, practices are not examined at regular intervals to access any hidden impediments to EEO.</p>
OBJECTIVE:	Establish regular meetings with WFMO/senior officials/Line Office Program Managers to discuss pertinent personnel plans, policies and practices to determine its impact on employees.
RESPONSIBLE OFFICIAL:	CRO Director, Line Office EEO Program Managers Director, WFMO, Assistant Administrators
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Adopt regular schedule for meetings with CRO, WFMO, & EEO Program Managers to discuss HR related decisions/strategies/policies.	February 2017
2) Develop feasible plans to include CRO in the routing of new/revised agency policies or procedures to allow time for analysis and recommendations.	March 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #7- New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Civil Rights (CR) Director is not included in the agency's strategic planning, especially the human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the strategic mission.
OBJECTIVE:	Ensure EEO representation on all teams responsible for agency strategic planning.
RESPONSIBLE OFFICIAL:	DUSO
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Confirm support for CRO representation at strategic planning meetings and inclusion in future discussions.	November 2016
2) Identify officials/team leads for agency strategic planning initiatives.	November 2016
3) CRO will initiate contact with strategic planning officials to clarify role of EEO.	November 2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #8 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Regular EEO updates are not provided to management officials by EEO program officials.
OBJECTIVE:	Provide regular EEO updates to senior officials.
RESPONSIBLE OFFICIAL:	CRO Director
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	April 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The CRO Director will identify EEO program areas requiring regular status updates, and provide data to appropriate officials.	November 2016

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

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FY16 – PART H PLAN #9 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program officials do not coordinate the development and implementation of EEO plans with all appropriate agency managers, including Agency Counsel, HR Officials, and the Chief Information Officer (CIO).
OBJECTIVE:	Coordinate the development and implementation of EEO plans with counsel, HR Officials, and CIO.
RESPONSIBLE OFFICIAL:	CRO Director
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	February 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) CRO will request POC's for Counsel, HR, and CIO.	January 2017
2) The CRO Director will adjust routing/review process to include appropriate officials for EEO plan development and review.	January 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #10 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Time-tables/schedules have not been established for the agency to review for systemic barriers that may be impeding full participation by all groups for: 1) Merit Promotion Program Policy and Procedures 2) Employee Recognition Awards Program and Procedures. 3) Employee Development/Training Programs.
OBJECTIVE:	Regularly review and analyze relevant HR policies and programs.
RESPONSIBLE OFFICIAL:	CRO Director WFMO Director
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) CRO & WFMO will develop a plan and schedule for review of pertinent policies.	February 2017
2) CRO will collect and review current policy and program information.	February 2017
3) CRO will regularly analyze relevant data to determine possible barriers.	June 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #11 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	All employees, supervisors, and managers have not been informed of the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based on a prohibited basis.
OBJECTIVE:	Ensure that all employees, supervisors/managers are aware of the consequences for perpetrating discrimination.
RESPONSIBLE OFFICIAL:	CRO Director USEC
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	May 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Draft updated EEO policy statement to include language on penalties for discrimination.	March 2017
2) Finalize updated EEO policy statement and forward to all employees; post in building and website.	May 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #12 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior Managers do not meet with and assist CRO Director in the identification of and plans to eliminate barriers that may be impeding the realization of EEO, including the incorporation of EEO action plans into the agency strategic plan.
OBJECTIVE:	Collaborate with managers to identify and address barriers to EEO and develop an EEO Action Plan to be incorporated into the agency strategic plan.
RESPONSIBLE OFFICIAL:	CRO Director Line Office Assistant Administrators DUSO
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Create a barrier analysis team that includes CRO, WFMO, EEO Program Managers, and senior officials to identify and create plans to address possible barriers to EEO.	March 2017
2) Collaborate on identified barriers/root causes, and begin implementation of EEO Action Plans; include plans in strategic plan.	September 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

FY16 – PART H PLAN #13 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Trend analyses of workforce profiles, major occupations, grade level distribution, compensation and rewards by race, national origin, sex, and disability are not conducted throughout the year.
OBJECTIVE:	Conduct regular analyses of workforce data to identify and remove barriers to employment.
RESPONSIBLE OFFICIAL:	CRO Director
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	April 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) CRO will create regular schedule for analysis of data.	February 2017
2) Collect and analyze data to identify triggers and create action plans to address barriers.	April 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #14 – Continued	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The participation of supervisors and managers in the ADR process is not required.
OBJECTIVE:	Ensure that whenever ADR is offered, all appropriate managers participate in the ADR process.
RESPONSIBLE OFFICIAL:	Director, WFMO CRO Director, Assistant Administrators
DATE OBJECTIVE INITIATED:	January 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Determine if current process can be amended to ensure management participation, prior to confirmed offer to employee.	February 2017
2) Work with DOC & NOAA leadership to identify positive & negative impacts of mandatory ADR participation by managers and supervisors.	March 2017
3) Encourage managers & supervisors to participate in the ADR process by providing training to ensure understanding and benefits of early resolution of disputes.	June 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: In FY16, senior management deliberated to examine placement of the ADR program. Discussions will continue on roles of WFMO and the CRO regarding EEO-related ADR request.	

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FY16 – PART H PLAN #15 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency does not provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days to all participants.
OBJECTIVE:	Provide EEO counseling within the regulatory timeframes established by EEOC, Management Directive (MD) 110 to all participants.
RESPONSIBLE OFFICIAL:	CRO Director
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The CRO will use iComplaints as a tracking mechanism for EEO counselor use to determine timeframes throughout the counseling process.	January 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #16 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency does not require managers/supervisors to receive ADR training in accordance with EEOC (29 CFR Part 1614).
OBJECTIVE:	Provide mandatory ADR training to managers/supervisor at regular intervals.
RESPONSIBLE OFFICIAL:	WFMO Director
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) WFMO will determine the agency's ADR training needs NOAA-wide.	February 2017
2) Develop NOAA-wide broadcast explaining ADR and the agency's mandatory training requirement for managers and supervisors.	February 2017
3) Develop schedule to provide ADR training to supervisors/managers	March 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #17 – New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency does not track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards.
OBJECTIVE:	Regularly collect and analyze recruitment efforts to identify and address potential barriers.
RESPONSIBLE OFFICIAL:	CRO Director WFMO Director
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Develop a schedule to collect recruitment data.	January 2017
2) Assign personnel to conduct analysis and address identified barriers.	February 2017
3) Incorporate findings in EEO Program updates to senior leaders.	June 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #18 – New (EEOC Technical Assistance Review)	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency's Anti-harassment policy/program does not process all allegations of harassment and does not include Genetic Information as a protected basis.
OBJECTIVE:	Update the current anti-harassment policy/program to include all forms of harassment (non-EEO) and Genetic Information.
RESPONSIBLE OFFICIAL:	CRO Director WFMO Director USEC
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	August 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) CRO will develop updated language and route to senior officials (Counsel, WFMO, DUSO) for review and approval.	March 2017
2) Identify and coordinate with DOC officials to incorporate approved language in the DAO-202-955.	April 2017
3) Inform all employees of new policy/program, post on website.	August 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #19 – New (EEOC Technical Assistance Review)	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency does not have measures in place to ensure that responsible management officials involved in a case do not determine whether the matter is appropriate for ADR and does not serve as the person with settlement authority during ADR.
OBJECTIVE:	An ADR policy that ensures that responsible management officials do not determine if a matter is ADR appropriate and does not serve as the persons with settlement authority.
RESPONSIBLE OFFICIAL:	WFMO Director
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Update current ADR policy/process to ensure compliance with EEOC Management Directive 110.	March 2017
2) Communicate new policy procedures and incorporate process in mandatory ADR training for managers/supervisors.	June 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY16 – PART H PLAN #20 – New (EEOC Technical Assistance Review)	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency's Reasonable Accommodation (RA) Program does not have sufficient staffing.
OBJECTIVE:	Establish a plan to ensure sufficient staffing of the RA Program.
RESPONSIBLE OFFICIAL:	WFMO Director CRO Director DUSO
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) CRO and WFMO will meet to discuss current and future staffing needs.	January 2017
2) Develop plan for additional staffing and present to the DUSO for consideration.	April 2017

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

In FY16, the CRO and WFMO Directors met to discuss staffing needs and a possible realignment of the RA Program from WFMO to the CRO.

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FY16 – PART H PLAN – Complete	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Civil Rights Director did not present the “State of the Agency” to senior officials.
OBJECTIVE:	Conduct a briefing with senior officials covering all components of MD-715, including the assessment and any identified barriers.
RESPONSIBLE OFFICIAL:	Director, CRO
DATE OBJECTIVE INITIATED:	January 11, 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 30, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The Acting Civil Rights Director will collaborate with the Chief Administrative Officer to identify participating senior officials and schedule meeting.	March 31, 2016
2) Conduct “State of the Agency” briefing with senior officials.	June 30, 2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: Items #1 & #2 – Complete - In June 2016, the Acting CRO Director presented the State of the Agency to senior officials, including the Deputy Under Secretary for Operations.	

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EEO Plan to Eliminate Identified Barrier

FY 2016: PART I PLAN 1-Continued

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

Lower Than Expected Participation Rate for Hispanics.

The participation rate of Hispanics males is 1.79% compared to the CLF of 5.17%.
Hispanic females 0.89% compared to 4.79%.

BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.

- 1) The Civil Rights Office developed and used a barrier analysis tool. The methodology enabled NOAA to conduct this type of investigation for any target group.
- 2) Interviews with Latinos at NOAA.

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.

- 1) NOAA's recruitment efforts did not focus on Hispanic populations.
- 2) NOAA has not retained Hispanics at a level higher than the number hired.

OBJECTIVE: State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.

- 1) CRO will manage NOAA's Diversity efforts.
- 2) Continual analysis of NOAA Hispanic recruitment and retention efforts.

RESPONSIBLE OFFICIAL:

NOAA Managers; Recruiters; Hiring Officials, CRO, WFMO

DATE OBJECTIVE INITIATED:

November 2015

TARGET DATE FOR COMPLETION OF OBJECTIVE:

September 2017

PLANNED ACTIVITIES TOWARD OBJECTIVE COMPLETION:

**TARGET DATE
(Must be specific)**

- 1) Establishing Diversity and Inclusion within CRO.
- 2) Brief NOAA leadership on the barrier and alternative agency policies, procedures, and practices.
- 3) The Civil Rights Office will direct the SEPM to develop plans and actions to address identified barriers.
- 4) Include DOC's Diversity Plan to address any identified barriers.
- 5) CRO and WFMO will develop a survey for separating employees.

March 2017
February 2017
February 2017
February 2017
July 2017

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:

- 1) Identified appropriate data sets and provided them to SEPM for analysis.
- 2) NOAA planned a diversity summit and explored demographics, unconscious bias, and leader roles in maintaining an inclusive environment.
- 3) NOAA Line Offices EEO and Diversity Programs conducted diversity and inclusion training.
- 4) CRO presented NOAA's demographic challenges to NOAA's new leaders and NOAA's Leadership Summit participants.

EEOC FORM 715-01 PART I <i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier	
FY 2016: PART I PLAN #2 – Continued	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Lower Than Expected Participation Rate for Women at the GS-13 and Above Grade Levels. The participation rate of women at the GS-13 and above is 21.16%, which is lower than the expected rate of 48.14%.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	1) Workforce statistics for grades GS-13 and above were reviewed and analyzed on a basic level. 2) Interviews with NOAA's FEW Chapter
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.	1) NOAA has a low female population rate (32.70%); which decreases the applicant pool for higher grade female participation and women are separating in high numbers.
OBJECTIVE: State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	1) NOAA needs to increase the female applicant pool at all grade levels. 2) Careful attention must be paid to NOAA Women's outreach, promotion, recruitment, and retention efforts.
RESPONSIBLE OFFICIAL:	NOAA Managers; NOAA Recruiters; CRO
DATE OBJECTIVE INITIATED:	March 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	August 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Establishing Diversity and Inclusion within CRO	March 2017
2) Brief NOAA leadership on the barrier and alternative agency policies, procedures, and practices.	February 2017
3) The Civil Rights Office will direct the SEPM develop plans and actions to address identified barriers.	February 2017
4) Use DOC's Diversity Plan to address any identified barriers.	February 2017
5) CRO and WFMO shall develop a survey for separating employees.	July 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: 1) Identify appropriate data sets and provided them to SEPM for analysis. 2) NOAA planned a diversity summit and explored demographics, unconscious bias, and leader roles in maintaining an inclusive environment. 3) NOAA Line Offices EEO and Diversity Programs conducted diversity and inclusion training 4) CRO presented NOAA's demographic challenges to NOAA's new leaders and NOAA's Leadership Summit participants.	

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FY 2016: PART I PLAN #3-NOAA-Continued	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Lower Than Expected Participation Rate for Employees with Targeted Disabilities. The participation rate of NOAA employees with targeted disabilities was 0.73% in FY 2016, substantially below the 2% Federal Goal.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	NOAA's employees with targeted disabilities have low participation rates at all occupational categories except administrative support.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.	1) Use of Schedule A hiring authority is limited. 2) NOAA does not regularly encourage individuals with targeted disabilities to identify themselves.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	1) Disabilities Program Manager (DPM) should identify all occupations that qualified individuals with targeted disabilities may apply for. 2) Careful attention must be paid to NOAA individuals with targeted disabilities recruitment and retention efforts. 3) Utilize Schedule A and disabled veteran hiring authority whenever possible.
RESPONSIBLE OFFICIAL:	DPM, NOAA Managers; CRO
DATE OBJECTIVE INITIATED:	January 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	August 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) SEPM shall work with DPM to identify occupations that can benefit from hiring individuals with targeted disabilities.	June 2017
2) SEPM shall work with DPM to generate messages to NOAA employees to request they reveal their disability status.	March 2017
3) SEPM shall use the action items from the DOC.	May 2017
4) DPM shall partner with state vocational rehabilitation centers.	June 2017
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE 1) WFMO hired a full-time specialist to manage NOAA's Persons with Disabilities and Disabled Veterans Programs. 2) NOAA Line Offices EEO and Diversity Programs conducted diversity and inclusion training. 3) CRO presented NOAA's demographic challenges to NOAA's new leaders and NOAA's Leadership Summit participants.	

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FY 2016: PART I PLAN #4 – Continued	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Lower Than Expected Participation Rate for Women in the overall workforce. The representation of women in the total workforce is 32.70% as compared to their availability in the CLF at 48.14%.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	1) Reviewed Total Workforce, New Hires, and Separations tables. 2) Interviewed NOAA FEW Chapter.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.	1) NOAA needs to focus on outreach, promotion, recruitment, and retention of women.
OBJECTIVE: State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	NOAA will focus recruitment and retention efforts for Women.
RESPONSIBLE OFFICIAL:	NOAA Managers; WFMO; CRO
DATE OBJECTIVE INITIATED:	January 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE :	TARGET DATE (Must be specific)
1) SEPM will analyze major occupations and brief CRO leadership.	September 2017
2) CRO will brief Line Offices on low participation of women in major occupations.	March 2017
3) SEPM will review NOAA recruitment efforts.	February 2017
4) Provide NOAA Leadership with briefings and periodic updates.	January 2017
5) CRO will focus on retention efforts throughout NOAA.	May 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: 1) NOAA Line Offices EEO and Diversity Programs conducted diversity and inclusion training. 2) CRO presented NOAA's demographic challenges to NOAA's New Leaders and NOAA's Leadership Summit participants. 3) NOAA planned a diversity summit and explored demographics, unconscious bias, and leader roles in maintaining an inclusive environment.	

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FY 2016: PART I PLAN #5 – New (EEOC Technical Assistance Review)	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	A possible glass ceiling, blocked pipeline, and glass wall barriers for African American and Asian females. African American and Asian females in the 0482 and 1301 series and senior grade levels were lower than their availability in the OCLF.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Reviewed MD-715 Data Tables A4, A6, A7. Further data and analysis required from data tables A11 & A12.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.	Incomplete data tables A11 & A12 needed to pinpoint barrier and determine if females are encountering obstacles while moving into senior grade levels.
OBJECTIVE: State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	The CRO will utilize the Root Cause Analysis Tool to identify the cause of this condition.
RESPONSIBLE OFFICIAL:	CRO; WFMO
DATE OBJECTIVE INITIATED:	November 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE :	TARGET DATE (Must be specific)
1) Discuss additional data needs with WFMO contact.	March 2017
2) CRO will analyze data tables and identify team to conduct barrier analysis.	June 2017
3) Develop plan to implement any corrective action.	September 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities

PART I. Department or Agency Information	1. Agency	1. Department of Commerce
	1.a. 2 nd Level Component	1.a. National Oceanic and Atmospheric Administration
	1.b. 3 rd Level or lower	1.b. n/a

PART II. Employment Trend and Special Recruitment for Individuals with Targeted Disabilities	Enter Actual Number at the beginning of FY		... end of FY		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	11,530	100.0%	11,439	100%	-91	-0.79%
	Reportable Disability	824	7.15%	911	7.96%	87	10.56%
	Targeted Disability*	77	0.67%	84	0.73%	7	9.07
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
1. Total Number of Applications Received from Persons with Targeted Disabilities during the reporting period.							0
2. Total Number of Selections of Persons with Targeted Disabilities during the reporting period.							0

PART III. Participation Rates in Agency Employment Programs

Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	1,320	103	7.8	2	0.15	34	2.57	1181	89.47
4. Non-Competitive Promotions	398	59	15.21	0	0	10	2.57	329	84.79
5. Employee Career Development Programs									
5.a. Grades 5 - 12	0	0	0%	0	0%	0	0%	0	0%
5.b. Grades 13 - 14	0	0	0%	0	0%	0	0%	0	0%
5.c. Grade 15/SES	0	0	0%	0	0%	0	0%	0	0%
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	32,048	2,935	9.16%	208	0.65%	1056	3.30%	28,057	87.55%
6.b. Cash Awards (total \$\$\$ awarded)	12,343,492	788,373	6.39%	57,976	0.47%	260,440	2.11%	11,294,679	91.50%
6.c. Quality-Step Increase	185	8	4.32%	1	0.54%	6	3.24%	171	92.43%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities
Part IV Identification and Elimination of Barriers	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p> <p>Note: Information on competitive promotions is not available at this time.</p> <p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>The overall representation of NOAA employees with targeted disabilities is 0.73%. The NOAA offices with the largest participation rates for employees with targeted disabilities are the Staff Offices of the Office of the Under Secretary at 1.68%; with the National Environmental Satellite, Data and Information Service at 1.19%. National Weather Service 0.66%, National Marine Fisheries Service 0.62%, and The National Ocean Service 0.56%; which are all below the NOAA and Federal benchmark of 2%.</p> <p>NOAA selected 3 (0.44%) new hires targeted disabilities, 2 (0.30%) voluntarily separated, and 1 (3.70%) separated involuntarily.</p> <p>There remained 0.53% Professionals with targeted disabilities as compared to 56.23% for the overall workforce. Administrative Support held the highest rate at 3.99%.</p> <p>In the most populous major occupations, 1) Meteorologist 0.40% as compared to 22% of the overall workforce, 2) Information Technology Management with targeted disabilities participated 1.05% as compared to 9.16%, 3) Fishery Biologist 0.35%% compared to 7.58%, 4) General Physical Science 0.29% as compared to 6.03%, 5) Management Analyst 0.88% as compared to 4.95%, 6) General Biological Science 0% as compared to 3.80%, and 7) Electronic Technician 0.49% as compared to 3.55%.</p>
Part V Goals for Targeted Disabilities	Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the

preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.

Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.

Goal I. Increase (and retain) the employment of people with targeted disabilities within NOAA to achieve a NOAA-wide participation rate of 2% within the next five years.

Strategies:

- Host brown bag sessions with managers & supervisors to explore their knowledge of Schedule A hiring authority as well as their role in the recruitment and hiring process, and conduct training.
- Conduct focus groups with employees with disabilities to discuss their recruitment, hiring, and career growth experiences with the agency.
- Meet with disability organizations and Disabled Student Services offices in universities to explore the perception of the agency within the disability community.
- Establish a disability support employee resource group.
- Establish a veteran's support employee resource group.
- Partner with State Vocational Rehabilitation Centers.

Goal II. Increase the number of qualified applicants with disabilities who are offered employment with NOAA.

Strategies:

- Implement 2% Goals. Expand the Number of People with Disabilities in NOAA's Recruitment Pool. NOAA's Resume Bank provides hiring managers with resumes of 30% or more service-connected disabled veterans and Schedule A individuals with disabilities who meet the qualification requirements. The NOAA Resume Bank is a recruitment and hiring tool for managers who are interested in considering high quality candidates with disabilities, particularly those trained and/or experienced in the scientific, engineering, financial management, IT, and other professional fields. All Resume Bank candidates have been pre-certified by the Workforce Management Office (WFMO) to meet the minimum qualifications for one or more job series.

- Hiring managers will continue to be encouraged to check available Resume Bank candidates early the workforce planning stage, well before a vacancy is posted on USAjobs. Managers may conduct interviews with candidates from the Resume Bank at any time (before an announcement opens, while an announcement is posted, or after considering applicants from the certificate of the posted announcement.) WFMO is establishing internal Standard Operating Procedures and outreach materials for managers and applicants regarding use of the NOAA Resume Bank. In addition, instructions for applicants for applying via the Schedule A hiring authority for people with disabilities will be provided via the NOAA Careers website and in other marketing materials.
- Increase Retention of Employees with Disabilities by Providing Technical Assistance on Disability Issues. Increasing provisions of reasonable accommodations. Publicize the role of NOAA's Reasonable Accommodations Coordinator (RAC), regarding the reasonable accommodations process; including instructions on how to request an accommodation, documents for employees to give their health care provider and information on premium class travel accommodations, workers compensation, FAQs, and outside resources on reasonable accommodation.
- Improve Management's Awareness on issues related to hiring and retaining employees with disabilities. WFMO provides guidance as it relates to the hiring tools currently available to management to increase hiring of People with Targeted Disabilities and Veterans with Disabilities, including Veterans' preference and noncompetitive appointments for Schedule A and preference eligible Veterans, as well as reasonable accommodations through the Computer/Electronic Accommodations Program and the Job Accommodation Network. Hiring Officials are provided briefings on success stories of employed individuals with disabilities and engage in other activities to make them more receptive to hiring people with disabilities. The Recruitment and Workforce Planning modules on the Commerce Learning Center have recently been updated to include information on how to hire people with disabilities.

A TABLES ANALYSES

OVERALL NOTES:

Groups in which the number of people is less than 10 if the benchmark was applied to that group are considered to be too low for a valid evaluation.

TABLE A1: TOTAL WORKFORCE – DISTRIBUTION BY RACE/ETHNICITY AND SEX

The total number of employees (permanent and temporary) decreased from 11,530 in FY15 to 11,439 in FY16. This is a decrease of 91 employees. Decreases occurred in its representation of males (-1.04%), and females (-0.27%). Specific decreases included Hispanic males (-2.87%), Hispanic females (-4.55%), White males (-1.37%), White females (-1.22%), and American Indian/Alaska Native males (-3.85%). NOAA saw an increase in its representation of African American males (1.58%), African American females (1.96%), Asian males (1.32%), Asian females (1.77%), Native Hawaiian/Pacific Islander females (4.76%), American Indian/Alaska Native females (10.00%), Two or More Races males (140.00%), and Two or More Races females (66.67%).

The total number of permanent employees decreased from 11,413 in FY15 to 11,308 in FY16. This represents a decrease of 105 permanent employees. Decreases occurred in its representation of males (-1.01%), and females (-0.73%). Specific decreases included Hispanic males (-2.88%), Hispanic females (-4.55%), White males (-1.34%), and White females (-1.64%). NOAA saw increases in its representation of African American males (1.59%), African American female (1.43%), Asian males (1.05%), Asian females (0.89%), Native Hawaiian/Pacific Islander females (4.76%), American Indian/Native Alaska Native females (6.67%), Two or More Races males (140.00%), and Two or More Races females (66.67%).

The total number of temporary employees increased from 117 in FY15 to 131 in FY16. This is an increase of 14 employees. However, decreases occurred in its representation of males (-4.17%), and increases occurred in its representation of females (37.78%). Decreases occurred in its representation of White males (-4.41%), and Native Hawaiian/Pacific Islander males (-100%). NOAA saw an increase in its representation of White females (26.83%), African American females (150.00%), Asian males (100%), Asian females (100%), and American Indian/Alaska Native females (100%).

The following groups are above their participation rate in the CLF:

White males: Total Workforce FY'16 57.96% with CLF 2010 at 38.33%;

Asian males: Total Workforce FY'16 3.37% with CLF 2010 at 1.97%;

Asian females: Total Workforce FY'16 2.01% with CLF 2010 at 1.93%;

Native Hawaiian/Pacific Islander males: Total Workforce FY'16 0.22% with CLF at 0.07%;

Native Hawaiian/Pacific Islander females: Total Workforce FY'16 0.19% with CLF at 0.07%.

The following groups are below their participation rate in the CLF:

Hispanic males: Total Workforce FY'16 1.77% with CLF 2010 at 5.17%;
Hispanic females: Total Workforce FY'16 0.92% with CLF 2010 at 4.79%;
White females: Total Workforce FY'16 24.08% with CLF 2010 at 34.03%;
African American males: Total Workforce FY'16 3.37% with CLF 2010 at 5.49%;
African American females: Total Workforce FY'16 4.99% with CLF 2010 at 6.53%;
American Indian/Alaska Native males: Total Workforce FY'16 0.51% with CLF 2010 at 0.55%;
American Indian/Alaska Native females: Total Workforce FY'16 0.29% with CLF 2010 at 0.53%;
Two or More Races males: Total Workforce FY'16 0.10% with CLF 2010 at 0.26%;
Two or More Races females: Total Workforce FY'16 0.22% with CLF 2010 at 0.28%;

TABLE A2: TOTAL WORKFORCE (PERMANENT EMPLOYEES ONLY) BY COMPONENT - DISTRIBUTION BY RACE/ETHNICITY AND SEX

In FY16, the National Weather Service (NWS) remained the largest Line Office with 4,388 employees, 38.80% of Total Workforce. The National Marine Fisheries Service (NMFS) followed with 2,883 employees, 25.50% of Total Workforce.

In FY16, the National Marine Fisheries Service (NMFS) had the highest number of female employees at 1,226, 42.53% of Total Workforce.

However, the workforce breakdown shows that females continue to be below the CLF in all offices except the Staff Offices of the Under Secretary, and the Office of Under Secretary. Hispanic males and females remained substantially below the CLF in all of NOAA's Offices.

The following groups had lower than expected participation rates when compared to the CLF:

Officer of Under Secretary

Hispanic males: FY'16 0.43% with CLF 2010 at 5.17%;
Hispanic females: FY'16 0% with CLF 2010 at 4.79%;
White males: FY'16 35.93% with CLF 2010 at 38.33%;
African American males: FY'16 4.33% with CLF 2010 at 5.49%;
Asian males: FY'16 0.43% with CLF 2010 at 1.97%;
Asian females: FY'16 0.43% with CLF 2010 at 1.97%;
Native Hawaiian/Pacific Islander males: FY'16 0% with CLF 2010 at 0.07%;
American Indian/Alaska Native males: FY'16 0.43% with CLF 2010 at 0.55%;
American Indian/Alaska Native females: FY'16 0% with CLF 2010 at 0.53%;
Two or More Races males: FY'16 0% with CLF 2010 at 0.26%;
Two or More Races females: FY'16 0% with CLF 2010 at 0.28%.

Staff Offices of the Office of the Under Secretary

Hispanic males: FY'16 1.96% with CLF 2010 at 5.17%;
Hispanic females: FY'16 1.26% with CLF 2010 at 4.79%;
White males: FY'16 25.95% with CLF 2010 at 38.33%;
White females: FY'16 30.01% with CLF 2010 at 34.03%;

Native Hawaiian/Pacific Islander males: FY'16 0% with CLF 2010 at 0.07%;
Native Hawaiian/Pacific Islander females: FY'16 0.14% with CLF 2010 at 0.55%;
American Indian/Alaska Native males: FY'16 0.14% with CLF 2010 at 0.55%;
American Indian/Alaska females: 0.28% with CLF 2010 at 0.53%.

Office of Marine and Aviation Operations (OMAO)

Hispanic males: FY'16 2.06% with CLF 2010 at 5.17%;
Hispanic females: FY'16 0.32% with CLF 2010 at 4.79%;
White females: FY'16 12.66% with CLF 2010 at 34.03%;
African American females: FY'16 4.27% with CLF 2010 at 6.53%;
Asian females: FY'16 0.63% with CLF 2010 at 1.93%;
American Indian/Alaska Native females: FY'16 0% with CLF 2010 at 0.53%;
Two or More Race females: FY'16 0% with CLF 2010 at 0.28%.

National Ocean Service (NOS)

Hispanic males: FY'16 0.85% with CLF 2010 at 5.17%;
Hispanic females: FY'16 0.47% with CLF 2010 at 4.79%;
White females: FY'16 30.32% with CLF 2010 at 34.03%;
African American males: FY'16 3.48% with CLF 2010 at 5.49%;
African American females: FY'16 6.21% with CLF 2010 at 5.01%;
Asian females: FY'16 1.88% with CLF 2010 at 1.93%;
American Indian/Alaska Native males: FY'16 0.38% with CLF 2010 at 0.55%;
American Indian/Alaska Native females: FY'16 0.19% with CLF 2010 at 0.53%

National Weather Service (NWS)

Hispanic males: FY'16 2.10% with CLF 2010 at 5.17%;
Hispanic females: FY'16 0.84% with CLF 2010 at 4.79%;
White females: FY'16 15.29% with CLF 2010 at 34.03%;
African American males: FY'16 2.23% with CLF 2010 at 5.49%;
African American females: FY'16 2.28% with CLF 2010 at 6.53%;
Asian female: FY'16 1.05% with CLF 2010 at 1.93%;
American Indian/Alaska Native females: FY'16 0.21% with CLF 2010 at 0.53%;
Two or More Races males: FY'16 0.05% with CLF 2010 at 0.26%;
Two or More Races females: FY'16 0.09% with CLF 2010 at 0.28%

National Marine Fisheries Services (NMFS)

Hispanic males: FY'16 1.56% with CLF 2010 at 5.17%;
Hispanic females: FY'16 1.14% with CLF 2010 at 4.79%;
African American males: FY'16 1.98% with CLF 2010 at 5.49%;
African American females: FY'16 3.12% with CLF 2010 at 6.53%;
American Indian/Alaska Native males: FY'16 0.35% with CLF 2010 at 0.55%;
American Indian/Alaska Native females: FY'16 0.35% with CLF 2010 at 0.53%;
Two or More Races males: FY'16 0.10% with CLF 2010 at 0.26%;
Two or More Races females: FY'16 0.21% with CLF 2010 at 0.28%.

National Environmental Satellite Data and Info Services (NESDIS)

Hispanic males: FY'16 2.12% with CLF 2010 at 5.17%;
Hispanic females: FY'16 0.40% with CLF 2010 at 4.79%;
White females: FY'16 20.00% with CLF 2010 at 34.03%;
Native Hawaiian/Pacific Islander females: FY'16 0% with CLF 2010 at 0.07%;
American Indian/Alaska Native males: FY'16 0.26% with CLF 2010 at 0.55%;
American Indian/Alaska Native females: FY'16 0.26% with CLF 2010 at 0.53%;
Two or More Races males: FY'16 0% with CLF 2010 at 0.26%.

Office of Oceanic and Atmospheric Research (OAR)

Hispanic males: FY'16 1.87% with CLF 2010 at 5.17%;
Hispanic females: FY'16 2.49% with CLF 2010 at 4.79%;
White females: FY'16 25.82% with CLF 2010 at 34.03%;
African American males: FY'16 1.87% with CLF at 5.49%;
African American females: FY'16 3.73% with CLF at 6.53%;
Asian females: FY'16 1.71% with CLF at 1.93%;
Native Hawaiian/Pacific Islander males: FY'16 0% with CLF 2010 at 0.07%;
Native Hawaiian/Pacific Islander females: FY'16 0% with CLF 2010 at 0.07%;
Two or More Races males: FY'16 0% with CLF 2010 at 0.26%;
Two or More Races females: FY'16 0.16% with CLF 2010 at 0.28%.

ORG Level 2 (PPI)

Hispanic males: FY'16 0% with CLF 2010 at 5.17%;
Hispanic females FY'16 0% with CLF 2010 at 4.79%;
White females: FY'16 0% with CLF 2010 at 34.03%;
African American males: FY'16 0% with CLF at 5.49%;
African American females: FY'16 0% with CLF at 6.53%;
Asian males: FY'16 0% with CLF at 1.97%;
Asian females: FY'16 0% with CLF at 1.93%;
Native Hawaiian/Pacific Islander males: FY'16 0% with CLF 2010 at 0.07%;
Native Hawaiian/Pacific Islander females: FY'16 0% with CLF 2010 at 0.07%;
American Indian/Alaska Native males: FY'16 with CLF 2010 at 0.55%;
American Indian/Alaska Native females: FY'16 with CLF 2010 at 0.53%;
Two or More Races males: FY'16 0% with CLF 2010 at 0.26%;
Two or More Races females: FY'16 0.16% with CLF 2010 at 0.28%.

TABLE A3-1: OCCUPATIONAL CATEGORIES (PERMANENT) - DISTRIBUTION BY RACE/ETHNICITY AND SEX

The **Officials and Managers** job group consists of a total of 2,941 employees. Of the 2,941 total employees, there are 1,580 (53.72%) males and 1,361 (46.28%) females.

Of the 1,580 (53.72%) males within the Officials and Managers job group, the breakdown by race/ethnicity and sex is as follows: 52 (1.77%) Hispanic males; 1,331 (45.26%) White males; 106 (3.60%) African American males; 74 (2.52%) Asian males; 4 (0.14%) Native Hawaiian/Pacific Islander males; 9 (0.31%) American Indian/Alaska Native males; and 4 (0.14%) Two or More Races males.

Of the 1,361 (46.28%) females within the Officials and Managers job group, the breakdown by race/ethnicity and sex is as follows: 33 (1.12%) Hispanic females; 902 (30.67%) White females; 321 (10.91%) African American females, 65 (2.21%) Asian females; 14 (0.48%) Native Hawaiian/Pacific Islander females, 12 (0.41%) American Indian/Alaska Native females; and 14 (0.48%) Two or More Races females.

The **Executive/Senior** level (Grades 15 and above) within the Officials and Managers job group consists of a total of 350 employees. Of the 350 total employees, there are 276 (78.86%) males, and the breakdown of the males in the Executive/Senior level is as follows: 8 (5.30%) Hispanic males; 250 (71.43%) White males; 8 (2.29%) African American males; 9 (2.57%) Asian males; 0 (0%) Native Hawaiian/Pacific Islander males; 1 (0.29%) American Indian/Alaska Native), and 0 (0%) Two or More Races were represented.

Of the 350 total employees represented in the Executive/Senior level grades within the Officials and Managers job group, there are 74 (21.14%) females, and the breakdown of the females is as follows: 2 (0.57%) Hispanic females; 65 (18.57%) White females; 6 (1.17%) African American females; 0 (0%) Asian females; 0 (0%) Native Hawaiian/Pacific Islander females; 1 (0.29%) American Indian/Alaska Native females; and 0 (0%) Two or More Races females.

The **Mid-level** (Grades 13-14) within the Officials and Managers job group consists of a total of 151 employees. Of the 151 total employees, there are 128 (84.77%) males, and the breakdown of the males in the Mid-level is as follows: 8 (5.30%) Hispanic males; 110 (72.85%) White males; 5 (3.31%) African American males; 5 (3.31%) Asian males; 0 (0%) Native Hawaiian/Pacific Islander males; 0 (0%) American Indian/Alaska Native), and 0 (0%) Two or More Races were represented.

Of the 151 total employees represented in the Mid-level grades within the Officials and Managers job group, there are 23 (15.23%) females, and the breakdown of the females is as follows: 2 (1.32%) Hispanic females; 17 (11.26%) White females; 3 (1.99%) African American females; 0 (0%) Asian females; 1 (0.66%) Native Hawaiian/Pacific Islander females; 0 (0%) American Indian/Alaska Native females; and 0 (0%) Two or More Races females.

The **First-Level** (GS 12 and below) within the **Officials and Managers** job group consists of a total of 995 employees. Of the 995 total employees, there are 664 (66.73%) males, and the breakdown of the males in the First-level is as follows: 17 (1.71%) Hispanic males; 576 (57.89%) White males; 27 (2.71%) African American males; 37 (3.72%) Asian males; 1 (0.10%)

Native Hawaiian/Pacific Islander males; 6 (0.60%) American Indian/Alaska Native), and 0 (0%) Two or More Races were represented.

Of the 995 total employees represented in the First-Level grades within the Officials and Managers job group, there are 331 (33.27%) females, and the breakdown of the females is as follows: 3 (0.30%) Hispanic females; 273 (27.44%) White females; 37 (3.72%) African American females; 12 (1.21%) Asian females; 2 (0.20%) Native Hawaiian/Pacific Islander females; 2 (0.20%) American Indian/Alaska Native females; and 2 (0.20%) Two or More Races females.

Other Officials and Managers, within the **Officials and Managers** job group consist of a total of 1,445 employees. Of the 1,445 total employees, there are 512 (35.43%) males, and the breakdown of the males in the Other Officials and Managers category is as follows: 19 (1.31%) Hispanic males; 395 (27.34%) White males; 66 (4.57%) African American males; 23. (1.59%) Asian males; 3 (0.21%) Native Hawaiian/Pacific Islander males; 2 (0.14%) American Indian/Alaska Native), and 4 (0.28%) Two or More Races were represented.

Of the 1,445 total employees represented in the Other Officials and Managers category within the Officials and Managers job group, there are 933 (64.57%) females, and the breakdown of the females is as follows: 26 (1.80%) Hispanic females; 547 (37.85%) White females; 275 (19.03%) African American females; 53 (3.67%) Asian females; 11 (0.76%) Native Hawaiian/Pacific Islander females; 9 (0.62%) American Indian/Alaska Native females; and 12 (0.83%) Two or More Races females.

Professionals

The **Professionals** job group consists of a total of 6,358 employees. Of the 6,358 total employees, there are 4,683 (73.66%) males and the breakdown of the males in the Professional job group is as follows: 116 (1.82%) Hispanic males; 1,331 (45.26%) White males; 97 (1.53%) African American males; 253 (3.98%) Asian males; 11 (0.17%) Native Hawaiian/Pacific Islander males; 24 (0.38%) American Indian/Alaska Native males; and 1 (0.02%) Two or More Races males.

Of the 1,675 (26.34%) females within the **Professionals** job group, there are 51 (0.80%) Hispanic females; 1,388 (21.83%) White females; 97 (1.53%) African American females; 5 (2.21%) Asian females; 14 (0.48%) Native Hawaiian/Pacific Islander females; 2 (0.41%) American Indian/Alaska Native females; and 14 (0.48%) Two or More Races females.

Technicians

The **Technicians** job group consists of a total of 957 employees. Of the 957 total employees, there are 835 (87.25%) males and the breakdown of the males in the Technician job group is as follows: 23 (2.40%) Hispanic males; 703 (73.46%) White males; 60 (6.27%) African American males; 26 (2.72%) Asian males; 7 (0.73%) Native Hawaiian/Pacific Islander males; 15 (1.57%) American Indian/Alaska Native males; and 1 (0.10%) Two or More Races males.

Of the 122 (12.75%) females within the Technicians job group, there are 4 (0.42%) Hispanic females; 88 (9.20%) White females; 18 (1.88%) African American females; 8 (0.84%) Asian females; 1 (0.10%) Native Hawaiian/Pacific Islander females; 3 (0.31%) American Indian/Alaska Native females; and 0 (0%) Two or More Races females.

Sales Workers

All EEO groups were absent from this category during FY16.

Administrative Support Workers

The **Administrative Support Workers** job group consists of a total of 526 employees. Of the 526 total employees, there are 87 (16.54%) males and the breakdown of the males in the Administrative Support Workers job group is as follows: 3 (0.57%) Hispanic males; 62 (11.79%) White males; 17 (3.23%) African American males; 4 (0.76%) Asian males; 0 (0%) Native Hawaiian/Pacific Islander males; 1 (0.19%) American Indian/Alaska Native males; and 0 (0%) Two or More Races males.

Of the 439 (83.46%) females within the Administrative Support Workers job group, there are 21 (3.99%) Hispanic females; 266 (50.57%) White females; 119 (22.62%) African American females; 28 (5.32%) Asian females; 2 (0.38%) Native Hawaiian/Pacific Islander females; 3 (0.57%) American Indian/Alaska Native females; and 0 (0%) Two or More Races females

Craft Workers

The **Craft Workers** job group consists of a total of 34 employees. Of the 34 total employees, there are 34 (100%) males and the breakdown of the males in the Craft Workers job group is as follows: 1 (2.94%) Hispanic males; 27 (79.41%) White males; 3 (8.82%) African American males; 1 (2.94%) Asian males; 0 (0%) Native Hawaiian/Pacific Islander males; 2 (5.88%) American Indian/Alaska Native males; and 0 (0%) Two or More Races males.

There were 0 (0%) females represented in the Craft Workers job group.

Operatives

The **Operatives** job group consists of a total of 11 employees. Of the 11 total employees, there are 11 (100%) males and the breakdown of the males in the Operatives job group is as follows: 1 (9.09%) Hispanic males; 6 (54.55%) White males; 2 (18.18%) African American males; 2 (18.18%) Asian males; 0 (0%) Native Hawaiian/Pacific Islander males; 0 (0%) American Indian/Alaska Native males; and 0 (0%) Two or More Races males.

There were 0 (0%) females represented in the Operatives job group.

Laborers and Helpers

All groups remained absent from this category during FY16.

Service Workers

The **Service Workers** job group consists of a total of 84 employees. Of the 84 total employees, there are 62 (73.81%) males and the breakdown of the males in the Service Workers job group is as follows: 3 (3.57%) Hispanic males; 52 (61.90%) White males; 1 (1.19%) African American males; 4 (4.76%) Asian males; 0 (0%) Native Hawaiian/Pacific Islander males; 1 (1.19%) American Indian/Alaska Native males; and 1 (1.19%) Two or More Races males.

Of the 22 (26.19%) females within the Service Workers job group, there is 1 (1.19%) Hispanic females; 13 (15.48%) White females; 1 (1.19%) African American females; 6 (7.14%) Asian females; 0 (0%) Native Hawaiian/Pacific Islander females; 1 (1.19%) American Indian/Alaska Native females; and 0 (0%) Two or More Races females.

TABLE A4-1: (PERMANENT) PARTICIPATION RATES FOR GS GRADES AND CAPS BY RACE/ETHNICITY AND SEX

There are no employees within the permanent workforce employed at the GS-01 and GS-02 pay grades during FY16.

GS-03: There are a total of 5 employees, 2 (40.00%) are males, and 3 (60.00%) are females.

Of the 2 male employees within this grade level, 2 (40.00%) are White males.

Of the 3 female employees within this grade level, 3 (60.00%) are white females.

GS-04: There are a total of 11 employees, 6 (54.55%) are males and 5 (45.45%) are females.

Of the 6 male employees within this grade level, 6 (54.55%) are White males.

Of the 5 female employees within this grade level, 1 (9.09%) is Hispanic female; 3 (27.27%) are White females; and 1 (9.09%) is an African American female.

GS-05: There are a total of 34 employees, 20 (58.82%) males and 14 (41.018%) females.

Of the 20 male employees within this grade level, 16 (47.06%) are White males; 1 (2.94%) is Hispanic male; 1 (2.94%) is African American male; and 2 (5.88%) are American India/Alaska Native males

Of the 14 female employees within this grade level, 9 (26.47%) are White females; 2 (5.88%) are African American females; 1 (2.94%) is Asian female; 1 (2.94%) is a Native Hawaiian/Pacific Islander female; and 1 (2.94%) is an American Indian/Alaska Native female.

GS-06: There are a total of 21 employees, 5 (23.81%) males and 16 (76.19%) females.

Of the 5 male employees within this grade level, 4 (19.05%) are White males; and 1 (4.76%) is an African American male.

Of the 16 female employees within this grade level, 11 (52.38%) are White females; and 5 (23.81%) are African American females.

GS-07: There are a total of 84 employees, 39 (46.43%) males and 45 (53.57%) females.

Of the 39 male employees within this grade level, 2 (2.38%) are Hispanic males; 31 (36.90%) are White males; 5 (5.95%) are African American male; and 1 (1.19%) is an Asian male.

Of the 45 female employees within this grade level, 2 (2.38%) are Hispanic females; 32 (38.10%) are White females; 9 (10.71%) are African American females; 1 (1.19%) is an Asian female; and 1 (1.19%) is a Native Hawaiian/Pacific Islander female.

GS-08: There are a total of 164 employees, 23 (14.023%) males and 141 (85.98%) females.

Of the 23 male employees within this grade level, 1 (0.61%) is a Hispanic male; 20 (12.20%) are White males; and 2 (1.22%) are African American males.

Of the 141 female employees within this grade level, 8 (4.88%) are Hispanic females; 100 (60.98%) are White females; 25 (15.24%) are African American females; 7 (4.27%) are Asian females; and 1 (0.61%) is an American Indian/Alaska Native female.

GS-09: There are a total of 114 employees, 63 (55.26%) males and 51 (44.74%) females.

Of the 63 male employees within this grade level, 2 (1.75%) are Hispanic males; 55 (48.25%) are White males; 3 (2.63%) are African American males; 2 (1.75%) are Asian males, and 1 (0.88%) is an American Indian/Alaska Native male.

Of the 51 female employees within this grade level, 2 (1.75%) are Hispanic females; 32 (28.07%) are White females; 11 (9.65%) are African American females; 4 (3.51%) are Asian females; 1 (0.88%) is a Native Hawaiian/Pacific Islander female; and 1 (0.88%) is an American Indian/Alaska Native female.

GS-10: There are a total of 65 employees, 52 (80.03%) males and 13 (20.00%) females.

Of the 52 male employees within this grade level, 2 (3.08%) are Hispanic males; 42 (64.62%) are White males; 2 (3.08%) are African American males; 3 (4.62%) are Asian males; 2 (3.08%) are Native Hawaiian/Pacific Islander males; and 2 (1.54%) are American Indian/Alaska Native males.

Of the 13 females within this grade level, 1 (1.54%) is a Hispanic female; 9 (13.85%) are White females; 1 (1.54%) is an African American female; and 2 (3.08%) are Asian females.

GS-11: There are a total of 678 employees, 555 (81.86%) males and 123 (18.14%) females.

Of the 555 male employees within this grade level, 17 (2.51%) are Hispanic males; 491 (72.42%) are White males; 21 (3.10%) are African American males; 11 (1.62%) are Asian males; 5 (0.74%) are Native Hawaiian/Pacific Islander males; 9 (1.33%) are American Indian/Alaska Native males; and 1 (0.15%) is a Two or More Races male.

Of the 123 females within this grade level, 8 (1.18%) are Hispanic females; 93 (13.72%) are White females; 16 (2.36%) are African American females; 6 (0.88%) are Asian females; and 1 (1.19%) is a Native Hawaiian/Pacific Islander female

GS-12: There are a total of 1217 employees, 914 (75.10%) males and 303 (24.90%) females.

Of the 914 male employees within this grade level, 20 (1.64%) are Hispanic males; 825 (67.79%) are White males; 26 (2.14%) are African American males; 33 (2.71%) are Asian males; 3 (0.25%) are Native Hawaiian/Pacific Islander males; and 7 (0.58%) are American Indian/Alaska Native males.

Of the 303 females within this grade level, 10 (0.82%) are Hispanic females; 244 (20.05%) are White females; 29 (2.38%) are African American females; 12 (0.99%) are Asian females; 2 (0.16%) are Native Hawaiian/Pacific Islander females; and 6 (0.49%) are American Indian/Alaska Native females.

GS-13: There are a total of 1632 employees, 1397 (85.60%) males and 235 (14.40%) females.

Of the 1397 male employees within this grade level, 30 (1.84%) are Hispanic males; 1271 (77.88%) are White males; 29 (1.78%) are African American males; 60 (3.68%) are Asian males; 1 (0.06%) is a Native Hawaiian/Pacific Islander male; and 6 (0.37%) are American Indian/Alaska Native males.

Of the 235 females within this grade level, 7 (0.43%) are Hispanic females; 194 (11.89%) are White females; 19 (1.16%) are African American females; 11 (0.67%) are Asian females; 1 (0.06%) is a Native Hawaiian/Pacific Islander female; 2 (0.12%) are American Indian/Alaska Native females; and 1 (0.06%) is Two or More Races male.

GS-14: There are a total of 611 employees, 494 (80.85%) males and 117 (19.15%) females.

Of the 494 male employees within this grade level, 15 (2.45%) are Hispanic males; 441 (72.18%) are White males; 15 (2.45%) are African American males; 18 (2.95%) are Asian males; 1 (0.16%) is Native Hawaiian/Pacific Islander male; 3 (0.49%) are American Indian/Alaska Native males; and 1 (0.16%) is Two or More Races male.

Of the 117 females within this grade level, 4 (0.65%) are Hispanic females; 83 (13.58%) are White females; 22 (3.60%) are African American females; 6 (0.98%) are Asian females; 1 (0.16%) is a Native Hawaiian/Pacific Islander female; and 1 (0.16%) is a Two or More Races male.

GS-15: There are a total of 310 employees, 224 (72.26%) males and 86 (27.74%) females.

Of the 224 male employees within this grade level, 8 (2.58%) are Hispanic males; 209 (67.42%) are White males; 2 (0.65%) are African American males; and 5 (1.61%) are Asian males.

Of the 86 females within this grade level, 1 (0.32%) is a Hispanic female; 75 (24.195%) are White females; 8 (2.58%) are African American females; 1 (0.32%) is an Asian female; and 1 (0.32%) is an American Indian/Alaska Native female.

SES: There are a total of 120 employees, 92 (76.67%) males and 28 (23.33%) females.

Of the 92 male employees within this grade level, 1 (0.83%) is a Hispanic male; 83 (69.17%) are White males; 4 (3.33%) are African American males; and 4 (3.33%) are Asian males;

Of the 28 females within this grade level, 1 (0.83%) is a Hispanic female; 26 (21.67%) are White females; and 1 (0.83%) is an African American female.

TABLE A5-1: (PERMANENT) WAGE GRADE PARTICIPATION RATES BY RACE/ETHNICITY AND SEX

There are no employees within the permanent workforce employed at the WG-01 thru WG-04, WG-07, or WG-13 through WG-15 pay grades during FY16.

WG-05: There are a total of 3 employees, 3 (100%) males.

Of the 3 male employees within this grade level, 2 (66.67%) are white males, and 1 (33.33%) is an Asian male.

WG-06: There are a total of 12 employees, 12 (100%) males.

Of the 12 male employees within this grade level, 1 (8.33%) is a Hispanic male; 8 (66.67%) are White males; 2 (16.67%) are African American males; and 1 (8.33%) are Asian males;

WG-08: There are a total of 4 employees, 4 (100%) males.

Of the 4 male employees within this grade level, 3 (75.00%) are White males; and 1 (25.00%) is an African American male.

WG-09: There are a total of 11 employees, 11 (100%) males.

Of the 11 male employees within this grade level, 8 (72.73%) are White males; 2 (18.18%) are African American males; and 1 (8.33%) American Indian/Alaska Native male.

WG-10: There are a total of 12 employees, 12 (100%) males.

Of the 12 male employees within this grade level, 1 (8.33%) Hispanic male; 9 (75.00%) are White males; 1 (8.33%) are Asian males, and 1 (8.33%) American Indian/Alaska Native male.

WG-11: There are a total of 4 employees, 4 (100%) males.

Of the 4 male employees within this grade level, 4 (100.00%) are White males.

WG-12: There is a total of 1 employee; 1 (100%) White male.

**TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS
(PERMANENT) BY RACE/ETHNICITY AND SEX**

Overall Note: The following Major Occupations are the most populous occupations employed at NOAA: 1) Meteorology; 2) Information Technology Management; 3) Fishery Biology; 4) General Physical Science; and 5) Management Analyst. The Occupational CLF is determined by the percentage of the population that is available for a specific position. Therefore, each position is compared to the respective Occupational CLF.

1) Meteorology (1340):

This is NOAA's highest employed major occupation 2,491. In FY16, males represented 2119 (85.07%) of this occupation and females represented 372 (14.93%). Of those represented, the following had a participation rate less than their perspective CLF: Hispanic males 48 (1.93%) with CLF at 2.10%; African American males 28 (1.12%) with CLF at 2.70%; American Indian/Alaska Native 9 (0.36%) with CLF at 2.00%; and American Indian or Alaska Native females 2 (0.08%) with CLF at 0.50.

2) Information Technology Management (2210):

In FY16, this occupation included a total of 1,048 employees. Males represented 840 (80.15%) of this occupation and females represented 208 (19.85%). Of those represented, the following had a participation rate less than their perspective CLF: Hispanic males 25 (2.48%) with CLF at 3.10%; Hispanic females 10 (0.95%) with CLF at (1.60%), White females 125 (11.93%) with CLF at 24.70%; Native Hawaiian/Pacific Islander males 2 (0.19%) with CLF at 0.20%; Native Hawaiian/Pacific Islander female 0 (0%) with CLF at 0.10%; American Indian/Alaska Native males 5 (0.48%) with CLF at 7.40%; American Indian/Alaska Native female 1 (0.10%) with CLF at 2.90%; Two or More Races males 0 (0%) with CLF at 0.70%, and Two or More Races females 1 (0.10%) with CLF at 0.20% .

3) Fishery Biology (0482):

In FY16, this occupation included a total of 867 employees. Males represented 541 (62.40%) of this occupation and females represented 326 (37.60%). Of those represented, the following had a participation rate less than their perspective CLF: Hispanic males 15 (1.73%) with CLF at 1.90%; Hispanic females 5 (0.58%) with CLF at 2.10%, White females 303 (34.95%) with CLF at 35.00%; African American males 8 (0.92%) with a CLF at 1.20%; African American females 8 (0.92%) with a CLF at 1.80%; Native Hawaiian/Pacific Islander males 1 (0.12%) with CLF at 0.40%; Native Hawaiian/Pacific Islander female 1 (0.12%) with CLF at 0.20%; American Indian/Alaska Native males 2 (0.23%) with CLF at 4.10%; American Indian/Alaska Native female 2 (0.23%) with CLF at 4.30%; Two or More Races males 0 (0%) with CLF at 0.40%, and Two or More Races females 0 (0%) with CLF at 0.30%.

4) General Physical Science (1301):

This occupation included 690 employees. Males represented 511 (74.06%) of this occupation and females represented 179 (25.94%). Of those represented, the following had a participation rate less than their perspective CLF: Hispanic males 12 (1.74%) with CLF at 2.20%; Hispanic females 4 (0.58%) with CLF at 1.70%, White females 149 (21.59%) with CLF at 22.90%; Native

Hawaiian/Pacific Islander males 0 (0%) with CLF at 0.10%; Native Hawaiian/Pacific Islander female 0 (0%) with CLF at 0.10%; American Indian/Alaska Native males 2 (0.29%) with CLF at 15.30%; American Indian/Alaska Native females 2 (0.29%) with CLF at 7.80%; Two or More Races male 1 (0.14%) with CLF at 0.50%, and Two or More Races females 0 (0%) with CLF at 0.30%.

5) Management Program Analysis (0343):

In FY16, this occupation included 567 employees. Males represented 184 (32.45%) of this occupation and females represented 383 (67.55%). Of those represented, the following had a participation rate less than their perspective CLF: Hispanic males 6 (1.06%) with CLF at 2.00%; White males 145 (25.579%) with CLF at 52.50%; Native Hawaiian/Pacific Islander males 0 (0%) with CLF at 0.10%; American Indian/Alaska Native male 1 (0.18%) with CLF at 3.40%; American Indian/Alaska Native females 3 (0.53%) with CLF at 1.90%; Two or More Races male 1 (0.18%) with CLF at 0.50%.

TABLE A7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS – DISTRIBUTION BY RACE/ETHNICITY AND SEX

1) Meteorologist (1340):

In FY16, there were a total of 1,173 applicants, in which 778 self-identified their race/ethnicity and sex. Of the 778 who self-identified, 631 (449) males and (182) females qualified for the position. Males were selected at 83.30%, above the CLF of 80.70%; whereas females were selected at 16.70%, below the CLF of 19.30%. In addition, of the 6 hires, 5 males and 1 female, 5 White males were hired resulting in 83.30%, above the CLF of 74.40%; and 1 White female resulting in 16.70%, above the CLF of 16.70%.

2) Information Technology Management (2210):

In FY16, there were a total of 2,644 applicants, in which 1,633 self-identified their race/ethnicity and sex. Of the 1,633 who self-identified, 1078 (827) males and (251) females qualified for the position. Males were selected at 76.20%, above the CLF of 70.36%; whereas, Females were selected at 23.30% below the CLF of 29.64%. In addition, of the 21 hires, 16 males and 5 females, 10 White males were selected at 47.60%, below the CLF of 52.21%; 2 Hispanic males were selected at 9.50%, above the CLF at 5.39%; 1 African American male was selected at 4.80%, below the CLF at 6.61%, and 3 Asian males were selected at 14.30%, above the CLF at 5.14%. Of the 5 females selected, 2 White females were selected at 9.50%, below the CLF 20.89%, 1 African American female was selected at 4.80%, above the CLF of 4.50%, and 2 Asian females were selected at 9.50%; above the CLF of 1.55%.

3) Fishery Biologist (0482):

In FY16, there was a total of 626 applicants, in which 426 self-identified their race/ethnicity and sex. Of the 426 who self-identified, 275 (135) males and (140) females qualified for the position. Females were selected at 100%, above the CLF of 48.00%. In addition, of the 1 hire, 1 White female was selected at 100%, above the CLF of 39.50%.

4) General Physical Science (1301):

In FY16, there was a total of 2,038 applicants, in which 1,339 self-identified their race/ethnicity and sex. Of the 1,339 who self-identified, 758 (527) males (231) females qualified for the position. Males were selected at 73.70%, above CLF of 60.89%; whereas females were selected at 26.30%, below CLF of 39.11%. In addition, of the 19 selections, 14 males and 5 females, 11 White males were selected at 57.90%, above CLF of 48.14%, 2 Asian males were selected at 10.50%, above CLF of 8.20%, and 1 American Indian/Alaska Native male was selected at 5.30%, above CLF of 0.44%. Of the 5 females selected, 5 White females were selected at 26.30%, below the CLF of 27.82%.

5) Management Analyst (0343):

In FY16, there was a total 6190 applicants, in which 3,554 self-identified their race/ethnicity and sex. Of the 3,554 who self-identified, 2,537 (1,225) males (1,312) females qualified for the position. Males were selected at 41.70%, below the CLF of 58.45%; whereas females were selected at 58.30%, above the CLF of 41.55%. In addition, of the 24 selections, 10 males and 14 females, 1 Hispanic male was selected at 4.20%, above the CLF of 2.46%; 6 White males were selected at 25.00%, below the CLF of 49.01%; 2 African American males were selected at 8.30%, above the CLF at 3.03%; and 1 Asian male was selected at 4.20%, above the CLF of 3.33%. Of the 14 females selected, 7 White females were selected at 29.20%, below the CLF of 32.56%; and 7 African American females were selected at 29.20%, above the CLF of 3.80%.

TABLE A8: NEW HIRES BY TYPE OF APPOINTMENT – DISTRIBUTION BY RACE/ETHNICITY AND SEX

In FY16, there were 626 total permanent new hires. Males represented 385 (61.50%), above CLF of 51.86% and females represented 241 (38.50%), below CLF of 48.14%, of all new hires.

White males represented the highest number of new hires at 298 (47.60%), above CLF of 38.33%. In addition, the following males were hired: Hispanic males 11(1.76%), above CLF of 5.17%; African American males 36 (5.75%); above CLF of 5.49%; Asian males 28(4.47%), above CLF of 1.99%; Native Hawaiian/Pacific Islander males 2(0.32%), above CLF of 0.07%; American Indian/Alaska Native males 7 (1.12%), above CLF of 0.55%; and Two or More Races males 3(0.48%), above CLF of 0.26%.

White females represented the second highest group at 172 (27.48%), below CLF of 34.03%. In addition, the following females were hired: African American females 44 (7.03%), above CLF of 6.53%; Asian females 14 (2.24%), above CLF of 1.93%; Native Hawaiian/Pacific Islander females 2 (0.32%), above CLF of 0.07%; American Indian/Alaska Native female 1 (0.16%), above CLF of 0.26%; and Two or More Races females 4 (0.64%), above CLF of 0.28%.

In FY16, there were 56 total temporary new hires. Males represented 24 (42.86%), below CLF of 51.86%, and females represented 32 (57.14%), above CLF of 48.14%, of all new hires. White females represented the highest number of new hires at 25 (44.64%), above CLF of 34.03%. In addition, the following females were hired: African American females 5 (8.93%), above CLF of 3.53%; Asian females 1 (1.79%), below CLF of 1.93%; and American Indian/Alaska Native female 1 (1.79%), above CLF of 0.53%.

White males represented the second highest group at 23 (41.07%), above CLF of 38.33%. In addition, the following males were hired: 1 Asian male (1.79%), below CLF of 1.97%.

Table A13: EMPLOYEE RECOGNITION AND AWARDS – Distribution by Race/Ethnicity and Sex

Cash Awards \$100-\$500:

During FY 2016, 3,029 cash awards were distributed to employees totaling \$1,054,572, of which males received \$721,156 (69.23%) and females \$333,416 (30.77%).

The average cash award provided of the total workforce was \$348, in which males averaged \$344 and females averaged \$358. All EEO-groups except Native Hawaiian/Pacific Islanders males (\$290) and females (\$263), and Two or More Races males (\$483) and females (\$480) were equal to or greater than the average of the Total Workforce.

In addition, in comparing the percentage given by the representation within the EEO Categories:

All EEO Categories received awards at rates equal to and/or higher than their overall workforce representation, except Hispanic males, White females, African American females, Asian males and females, Native Hawaiian/Pacific Islander males and females, and American Indian/Alaska Native males.

Cash Awards \$500+

In FY 2016, 8,405 awards were distributed totaling \$11,288,920. Males received \$7,675,891 (67.76%) and females \$3,613,029 (32.24%).

The average cash award provided of the total workforce was \$1,343, in which males averaged \$1,348 and females averaged \$1,333. All EEO-groups except African American males (\$1249) and females (\$1228), Native Hawaiian/Pacific Islanders males (\$1275) and females (\$1,176), American Indian/Alaska Native males (\$1,225) and females (\$1,211), and Two or More Races males (\$962) were equal to or greater than the average of the Total Workforce.

In addition, in comparing the percentage given by the representation within the EEO Categories:

All EEO Categories received awards at rates equal to and/or higher than their overall workforce representation, except Hispanic males, African American males and females, Asian males and females, Native Hawaiian/Pacific Islander males, and American Indian/Alaska Native males, and Two or More Races males.

Quality Step Increases (QSI)

In FY 2016, \$448,099 was the total QSI benefits distributed to the total workforce. Males received \$312,145 and females received \$135,954.

The average QSI of the total workforce was \$2,422, in which males averaged \$2,477 and females averaged \$2,304. All EEO-groups except Hispanic females (\$1,280), African American males

(\$2,315), and Asian males (\$2,244) were equal to or greater than the average of the Total Workforce.

In addition, in comparing the percentage given by the representation within the EEO Categories:

All EEO Categories received QSI award at rates equal to or above the their overall workforce representation, except Hispanic males and females, African American males and females, Asian males and females, Native Hawaiian/Pacific Islander males and females, and Two or More Races males and females.

Time-Off Awards 1-9 hours:

In FY 2016, 1,162 (8,229 hours) received Time-off awards, of which 815 (70.14%) were males and 347 (29.86%) were females.

All EEO Categories received Time-off awards at rates equal to or above the average of awarded except Asian females (6), Native Hawaiian/Pacific Islander males (6), and Two or More Races males (4).

Time-off awards were awarded at rates equal to and/or higher than their overall workforce representation, except Hispanic males and females, African American males and females, Asian males and females, Native Hawaiian/Pacific Islander males and females, and Two or More Races males and females.

Time-Off Awards 9+ hours:

In FY 2016, 1,009 (23,819 hours) received Time-off awards, of which 623 (61.74%) were males and 386 (38.26%) were females.

All EEO Categories received Time-off awards at rates equal to or above the male's average Time-off award of 23 and female's average of 25, except for Hispanic males (21), African American males (21), Asian males (22), Asian females (21), Native Hawaiian/Pacific Islander males (16), American Indian/Alaska Native males (17), and Two or More Races males (16).

Time-off awards were awarded at rates equal to or above their overall workforce representation, except for White males, Asian males and females, Native Hawaiian/Pacific Islander males, American Indian/Alaska Native female and Two or More Races females.

**TABLE A14: PERMANENT SEPARATIONS BY TYPE OF SEPARATION –
DISTRIBUTION BY RACE/ETHNICITY AND SEX**

Total Separations:

In FY16, there were 690 total separations. Males represented 439 (63.62%) compared to Total male workforce 7630 (67.47%) and females 251 (36.38%) compared to Total female workforce 3678 (32.53%).

White females separated at a rate higher than the workforce 197 (28.66%) compared to 2,702 (23.89%) representation; African American males 25 (3.62%) compared to 384 (3.40%)

representation; African American females 37 (5.36%) compared to 566 (5.01%) representation; Native Hawaiian/Pacific Islander males 3 (0.43%) compared to 25 (0.22%) and American Indian/Alaska Native males 7 (1.01%) compared to 58 (0.51%).

Voluntary Separations:

There were 663 voluntary separations; males 416 (62.75%) compared to total male workforce 7630 (67.47%) and females 247 (37.25%) compared to Total female workforce 3678 (32.53%)

White females separated at a rate higher than the workforce 195 (29.41%) compared to 2702 (23.89%) representation; African American females 36 (5.43%) compared to 566 (5.01%) representation; Native Hawaiian/Pacific Islander males 2 (0.30%) compared to 25 (0.22%) and American Indian/Alaska Native males 5 (0.75%) compared to 58 (0.51%).

Involuntary Separations:

There were 27 involuntary separations; males 23 (85.19%) compared to total male workforce 7630 (67.47%) and females 4 (14.81%) compared to Total female workforce 3678 (32.53%).

Hispanic males separated at a rate higher than the workforce 1 (3.70%) compared to 206 (1.82%); African American males 3 (11.11%) compared to 384 (3.40%) representation; Asian male 1 (3.70%) compared to 384 (3.40%); Asian female 1 (3.70) compared to 226 (2.00%); Native Hawaiian/Pacific Islander male 1 (3.70%) compared to 25 (0.22%); and American Indian/Alaska Native 2 (7.14%) compared to 55 (0.51%).

B TABLES ANALYSES

OVERALL NOTES:

NOAA has adopted the Federal Goal of 2% for hiring persons with targeted disabilities, and therefore is using that figure as the benchmark for comparison.

TABLE B1 TOTAL WORKFORCE – DISTRIBUTION BY DISABILITY

In comparing the FY16 workforce (11439) to the FY15 workforce (11530), there was an overall decrease of 91 individuals (-0.79%). During this same time period, the total number of employees with disabilities increased by 87 from 824 (7.15%) to 911 (7.96%); and the Targeted disabilities increased by 7 from 77 (0.67%) to 84 (0.73%). The participation rate of NOAA employees with targeted disabilities is 0.73%, which is below the EEOC Federal Goal of 2.00%.

The following Targeted Disabilities had an increase: Hearing Disability increased by 1 from 12 (0.10%) to 13 (0.11%); Partial Paralysis Disability increased by 1 from 7 (0.06%) to 8 (0.07%); Psychiatric Disability increased by 4 from 26 (0.23%) and 30 (0.26%).

The following Targeted Disabilities remained constant: Missing Extremities 2 (0.02%); Complete Paralysis 4 (0.03%); Epilepsy 10 (0.09%); Severe Intellectual Disability 1 (0.01%); and Dwarfism Disability (1 (0.01%).

The number of permanent employees with reportable disabilities increased by 81 from 818 (7.17%) to 899 (7.95%). The number of permanent employees with target disabilities increased by 5 from 76 (0.67%) to 81 (0.72%).

The number of temporary employees with reportable disabilities increased by 6 from 6 (5.13%) to 12 (9.16%), and the Targeted disabilities increased by 2 from 1 (0.85%) to 3 (2.29%).

TABLE B2: TOTAL WORKFORCE (PERMANENT EMPLOYEES ONLY) BY COMPONENT – DISTRIBUTION BY DISABILITY

For FY16, the National Weather Service (NWS) remained the largest line office with 4,388 (38.36%) permanent employees; and the National Marine Fisheries Services (NMFS) followed with 2,883 (25.20%) employees.

NWS participation rate for employees with reportable disabilities are 392 (8.93%), and targeted disabilities are 29 (0.66%). Specifically, targeted disabilities are as follows: Hearing 1 (0.02%); Vision 5 (0.11%); Missing Extremities 1 (0.02%), Partial Paralysis 5 (0.11%); Complete Paralysis 2 (0.05%), Epilepsy 5 (0.11%), and Psychiatric Disability 10 (0.23%).

NMFS participation rate for employees with reportable disabilities are 181 (6.28%), and targeted disabilities are 18 (0.62%). Specifically, targeted disabilities are as follows: Hearing 5 (0.17%); Vision 1 (0.03%); Missing Extremities 1 (0.03%), Partial Paralysis 2 (0.07%); Complete Paralysis 1 (0.03%), and Psychiatric Disability 8 (0.28%).

Staff Offices of the Office Under the Secretary participation rate for employees with reportable disabilities are 80 (11.22%), and targeted disabilities are 12 (1.68%). Specifically, targeted disabilities are as follows: Hearing 2 (0.42%); Vision 2 (0.28%); Complete Paralysis is 1 (0.14%); and Epilepsy 3 (0.42%).

The Office of Marine and Aviation Operations (OMAO) participation rate for employees with reportable disabilities are 59 (9.34%), and targeted disabilities are 3 (0.47%). Specifically, targeted disabilities are as follows: Vision 3 (0.47%).

National Ocean Service (NOS) participation rate for employees with reportable disabilities are 67 (6.31%), and targeted disabilities are 6 (0.56%). Specifically, targeted disabilities are as follows: Hearing 3 (0.28%); Partial Paralysis 1 (0.09%); Severe Intellectual Disability 1 (0.09%), and Psychiatric Disability 1 (0.09%).

National Environmental Satellite, Data and Info Service (EDSDS) participation rate for employees with reportable disabilities is 63 (8.34%), and targeted disabilities are 9 (1.19%). Specifically, targeted disabilities are as follows: Hearing 2 (0.26%); Vision 1 (0.13%); Epilepsy1 (0.13%), and Psychiatric Disability 4 (0.53%).

Org Level 2 (CM5460) participation rate for employees with reportable disabilities is 0 (0%), and targeted disabilities are 0 (0%).

Office of Under Secretary participation rate for employees with reportable disabilities is 13 (5.63%), and targeted disabilities is 1 (0.43%). Specifically, targeted disabilities are as follows: Psychiatric Disability 1 (0.43%).

TABLE B3-1: OCCUPATIONAL CATEGORIES (PERMANENT) – DISTRIBUTION BY DISABILITY

For FY 2016, a comparison of the overall workforce participation rate of 2941 (26.01%) for **Officials and Managers**, persons with targeted disabilities have a participation rate of 16 (19.75%). Specifically, targeted disabilities are as follows: Hearing 2 (13.33%); Vision 2 (15.38%); Partial Paralysis 3 (37.507%); Complete Paralysis 1 (25.00%), Epilepsy 4 (44.44%), and Psychiatric Disability 4 (14.29%).

The overall workforce participation rate for **Professionals** is 6358 (56.23%), as compared to 34 (41.98%) participation rates for people with targeted disabilities in this category. Specifically, targeted disabilities are as follows: Hearing 6 (40.00%); Vision 7 (53.85%); Missing Extremities 1 (50.00%), Partial Paralysis 2 (25.00%); Complete Paralysis 12 (25.00%), Epilepsy 3 (33.33%), Psychiatric Disability 12 (42.86%) and Dwarfism 1 (100%).

The overall workforce participation rate for **Technicians** is 957 (8.46%) as compared to 9 (11.11%) for people with targeted disabilities. Specifically, targeted disabilities are as follows: Vision 1 (7.69%); Partial Paralysis 1 (12.50%); Complete Paralysis 1 (25.00%), Epilepsy 1 (11.11%), Sever Intellectual Disability 1 (100%), and Psychiatric Disability 4 (14.29%). The overall workforce participation rate for **Administrative Support** is 526 (4.65%) as compared to 21 (25.93%) for people with targeted disabilities. Specifically, targeted disabilities are as follows: Hearing 7 (46.67%); Vision 2 (15.38%); Missing Extremities 1 (50.00%), Partial Paralysis 2 (25.00%); Epilepsy 1 (11.11%), and Psychiatric Disability 8 (28.57%).

There were no employees with targeted disabilities in the following categories: **Sales, Laborer and Helpers, Craft, Operatives, and Service.**

TABLE B4: (PERMANENT) PARTICIPATION RATES FOR GS BY DISABILITY

For FY 2016, employees with targeted disabilities have a higher participation rate at the (GS 13) and (GS-14) pay levels than any other pay level.

Specifically:

GS- 05: Employee had a targeted disability rate of 2 (5.88%). Specifically, targeted disabilities are as follows: Partial Paralysis 1 (2.94%); and Psychiatric Disability 1 (2.948%).

GS-07: Employee had a targeted disability rate of 2 (2.38%). Specifically, targeted disabilities are as follows: Partial Paralysis 1 (1.19%); and Psychiatric Disability 1 (1.19%).

GS-08: Employee had a targeted disability rate of 3 (1.83%). Specifically, targeted disabilities are as follows: Epilepsy 1 (0.61%), and Psychiatric Disability 2 (1.22%).

GS-11: Employee had a targeted disability rate of 4 (0.59%). Specifically, targeted disabilities are as follows: Partial Paralysis 3 (0.44%); and Psychiatric Disability 1 (0.15%).

GS-12: Employee had a targeted disability rate of 4 (0.33%). Specifically, targeted disabilities are as follows: Vision 3 (0.25%); and Epilepsy 1 (0.08%).

GS-13: Employee had a targeted disability rate of 8 (0.49%). Specifically, targeted disabilities are as follows: Vision 2 (0.12%); Epilepsy 2 (0.12%), and Psychiatric Disability 4 (0.25%).

GS-14: Employee had a targeted disability rate of 8 (1.31%). Specifically, targeted disabilities are as follows: Hearing 1 (0.16%); Missing Extremities 1 (0.16%), Complete Paralysis 2 (0.33%), Epilepsy 2 (0.33%), and Psychiatric Disability 2. (0.33%).

TABLE B5: (PERMANENT) WAGE GRADE PARTICIPATION RATES BY DISABILITY

For FY 2016, there were no employees with targeted disabilities in wage grade categories.

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS (PERMANENT) BY DISABILITY

Overall Note: The following Major Occupations are the most populous occupations employed at NOAA: 1) Meteorology; 2) Information Technology Management; 3) Fishery Biology; 4) General Physical Science; and 5) Management Analyst. The Occupational CLF is determined by the percentage of the population that is available for a specific position. Therefore, each position is compared to the respective Occupational CLF.

1) Meteorology (1340):

In FY16, this occupation included 2,491 employees. There were 159 (6.38%) reported disabilities, of which 10 (0.40%) are targeted disabilities. Specifically, targeted disabilities are as follows: Hearing 1 (0.04%); Missing Extremities 3 (0.12%), Complete Paralysis 1 (0.04%), Epilepsy 3 (0.12%), and Psychiatric Disability 2. (0.08%).

2) Information Technology Management (2210):

In FY16, this occupation included a total of 1,048 employees. There were 100 (9.54%) reported disabilities, of which 11 (1.05%) are targeted disabilities. Specifically, targeted disabilities are as follows: Hearing 3 (0.29%); Vision 3 (0.29%), Partial Paralysis 1 (0.10%), Psychiatric Disability 2 (0.19%), and Dwarfism 1 (0.10%)

3) Fishery Biology (0482):

In FY16, this occupation included a total of 867 employees. There were 39 (4.50%) reported disabilities, of which 3 (0.35%) are targeted disabilities. Specifically, targeted disabilities are as follows: Psychiatric Disability 3 (0.35%).

4) General Physical Science (1301):

In FY16, this occupation included 690 employees. There were 31 (4.49%) reported disabilities, of which 2 (0.29%) are target disabilities. Specifically, targeted disabilities are as follows: Vision 1 (0.14%), and Psychiatric Disability 1 (0.14%).

5) Management Program Analysis (0343):

In FY16, this occupation included 567 employees. There were 54 (9.52%) reported disabilities, of which 5 (0.88%) are targeted disabilities. Specifically, targeted disabilities are as follows: Hearing 2 (0.35%); Partial Paralysis 1 (0.18%), Epilepsy 1 (0.18%), and Psychiatric Disability 1 (0.18%).

TABLE B7: APPLICATION AND HIRES – DISTRIBUTION BY DISABILITY

For FY16, there were no data provided.

TABLE B8: NEW HIRES BY TYPE OF APPOINTMENT – DISTRIBUTION BY DISABILITY

Of the 682 total new hires for FY16, 90 (13.20%) had a reportable disability. There were 3 (0.44%) with a targeted disability.

Of the permanent 626 total new hires, 82 (13.10%) had a reportable disability. There was 1 (0.16%) with a targeted disability. Specifically, Psychiatric Disability 1 (0.16%).

Of the temporary 56 total new hires, 8 (14.29%) had a reportable disability. There were 2 (3.57%) with a targeted disability. Specifically, Psychiatric Disability 1 (3.57%).

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS – DISTRIBUTION BY DISABILITY

Cash awards \$100 - \$500: In FY16, cash awards, 286 (9.44%) were distributed to employees with disabilities and 30 (0.99%) were distributed to employees with targeted disabilities; totaling \$108,671.

Cash awards \$501+: Of 8,405 cash awards, 550 (6.54%) were distributed to employees with disabilities, and 40 (0.48%) to employees with targeted disabilities; totaling \$737,678.

Quality Step Increase (QSI): In FY16, there were a total of 185 QSIs; of which 8 (4.32%) were awarded to employees with disabilities, and 1 (0.54%) with a targeted disability.

Time off awards 1-9 hours: In FY16, there were a total of 1,162 time-off awards, 96 (8.26%) were earned by employees with disabilities and 10 (0.86%) with a targeted disability.

Time off awards 9+ hours: In FY16, there were a total of 1,009 time-off awards, 95 (9.42%) were earned by employees with disabilities and 6 (0.59%) with targeted disabilities.

TABLE B14: SEPARATIONS BY TYPE OF SEPARATION (PERMANENT) – DISTRIBUTION BY DISABILITY

Total Separations: In FY16, there were 690 total separations. Persons with disabilities represented 60 (8.70%) and targeted disabilities 3 (0.43%).

Voluntary Separations: Of the 663 voluntary separations, 52 (7.84%) were by persons with disabilities and 2 (0.30%) targeted disabilities.

Involuntary Separations: Of the 27 involuntary separations, 8 (29.63%) were persons with disabilities and 1 (3.70%) targeted disabilities.



Message From the Under Secretary

May 23, 2016

National Oceanic and Atmospheric Administration Policy Statement on Equal Employment Opportunity (EEO)

National Oceanic and Atmospheric Administration (NOAA) employees demonstrate their commitment to organizational excellence through the work and service they provide every day throughout the Nation and to the world. Accordingly, leadership affirms its commitment to provide a workplace that is free of discrimination and supports the inclusion of all employees from all walks of life. Further, we all share the responsibility for cultivating an inclusive workplace culture, to remain successful in accomplishing our mission and goals.

NOAA remains steadfast in its goal to eradicate discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years of age and over), genetic information, or disability (physical or mental), including the provision of reasonable accommodations for qualified applicants and employees with disabilities or genetic information. Retaliation against those who initiate discrimination complaints, serve as witnesses, or otherwise oppose discrimination and harassment is also strictly prohibited. These protections encompass all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career-development programs.

Employees, applicants, and contractors, who believe they have been discriminated against, and want to initiate an EEO complaint, must contact the NOAA Civil Rights Office within 45 calendar days of the alleged discriminatory event. For information on the Equal Employment Opportunity (EEO) complaint process, call 1 (800) 452-6728, (301) 713-0500 or visit www.eeo.noaa.gov. NOAA employees can also take advantage of the Alternative Dispute Resolution (ADR) Program by visiting <http://www.wfm.noaa.gov/adr>, which provides a forum for the resolution of internal workplace disputes.

Also, I remind you of your responsibilities as outlined in the Department's Administrative Order, (DAO) 202-955 on *Allegations of Harassment Prohibited by Federal Law*. NOAA managers and supervisors are responsible for preventing, documenting, and promptly correcting harassing conduct in the workplace.

I strongly support Civil Rights, EEO, and Diversity and I encourage all NOAA employees to use the ADR Program as a valuable tool in resolving EEO disputes. The diversity of our workforce enriches the workplace and our community. Managers, supervisors, and EEO Officials must work together to reflect our commitment to EEO and Diversity, and take the necessary steps to prevent and/or correct discriminatory practices and behaviors. Again, all of us share in the responsibility for creating and maintaining a workplace free of discrimination, harassment, and reprisal.

Civil Rights and Diversity are important in accomplishing our mission. We must continue to cultivate an inclusive work environment in which every employee is respected and valued.

Sincerely,

Kathryn D. Sullivan, Ph.D.
Under Secretary of Commerce
for Oceans and Atmosphere



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